

Report has no simple solutions for university funding

by Richard Bellaire
CAUT Staff

The long-awaited report of Deputy Prime Minister Erik Nielsen's task force on federal government spending was unveiled in mid-March. It contains some important statements on the funding of higher education in Canada. The task force starts its commentary with a strong statement in support of higher education:

Firstly, we note the strong belief that, if Canada is to maintain its place in the competitive world of the future and be capable of playing a significant role in international development activities, there is a need to maintain a strong and balanced system of post-secondary education and research enterprises. The group also supports the connection between maintaining strong post-secondary in-

stitutions and research. But the report then says that the universities, while not overfunded, have given no proof that they have been significantly damaged by recent stringency in funding; it seems to acknowledge the stringent funding, but decline to admit there has been any impact as the result of underfunding. The report also points out that federal support for education is a controversial area

because of constitutional questions and political questions with the provinces.

Established Programs Financing

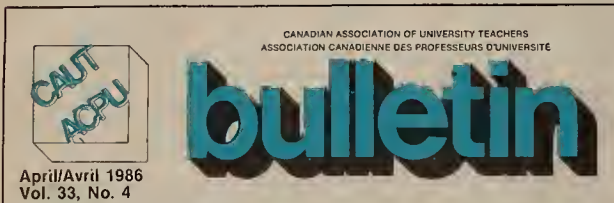
The federal government has a substantial *de facto* role in higher education, and a major role in research, which no one seems to dispute. The task force suggests a number of options. Implicit in all the options is the requirement that the federal government make

a clear decision about what it wants to do — or not to do — in the area of higher education, and then act accordingly. The four basic options outlined by the task force are:

- Status quo with perhaps some minor modifications;
- A modified Johnson approach — continued transfers to the provinces but on a new basis with conditional ties for the federal money;
- A modified MacDonald approach — funding through the

students to the institutions; □ A federal withdrawal from the area of support for higher education. The report then expands on the various options. After a review of EPF, the study team says explicitly that the current EPF arrangement is not viable. "In the view of the study team, it is of the greatest importance that the government develop a new direction

See REPORT/20



Canada should renew program of exchanges with USSR, says CAUT

by Helen Baxter
Bulletin editor

The CAUT has appealed to the federal government to renew official academic and scientific exchanges with the Soviet Union. In a February letter to External Affairs Minister Joe Clark, the Association called on the government to approach the problem of exchanges "with the same vigour currently being expressed by the American government." At their highly publicized fall summit, U.S. President Ronald Reagan and Soviet Secretary Mikhail Gorbachev agreed to renew the program of cultural, scientific and educational exchanges bet-

ween their two countries that had been broken off after the 1979 Soviet invasion of Afghanistan. Canada broke off its general exchanges agreement in 1981 and since that time has opposed its renewal. In the meantime, other western nations including Great Britain, France, Australia and West Germany — in addition to the U.S. — have renewed exchange agreements with the Soviet Union, despite continuing political differences. In its letter, the CAUT emphasized the great importance of such exchanges to Canadian faculty and students engaged in Soviet studies. "It is difficult, if not im-

possible, for scholars and students of the Soviet system to be internationally competitive if they are to be denied access to the Soviet Union," the Association said. The CAUT pointed to the fact that, even though the United States did not officially renew its agreement with the Soviet Union in 1979, it has kept the higher educational arrangements alive on a *de facto* basis since that date. "The Americans, unlike ourselves, have never been so foolish as to cut themselves off voluntarily from the opportunity to study the Soviet system, its languages and cultures *in situ*," the Association said.

See EXCHANGES/20

Recommandations du Groupe d'étude au fédéral

par Richard Bellaire
Agent de recherches
de l'ACPU

Le Groupe d'étude formule au début une énergique déclaration à l'appui de l'enseignement supérieur:

En premier lieu, nous prenons acte de ce qu'on est convaincu que, pour que le Canada conserve sa place dans le monde compétitif de l'avenir et devienne capable de jouer un rôle important dans le développement international, il faut maintenir un système d'entreprises d'enseignement postsecondaire et de recherche fort et équilibré.

Le Groupe souscrit aussi à la relation entre le maintien de vigoureux établissements d'enseignement postsecondaire et la recherche. Le rapport dit ensuite, cependant, que le système, sans être surfinancé, n'a pas fourni des mesures objectives pour prouver que les

établissements n'ont pas beaucoup souffert du récent resserrement du financement (il semble admettre que le financement est resserré, mais non pas que le sous-financement ait des répercussions).

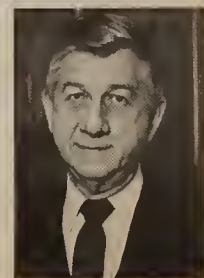
Le rapport signale que le soutien de l'enseignement par le gouvernement fédéral est une affaire controversée à cause de questions constitutionnelles et politiques où il ne s'entend pas avec les provinces.

Financement des programmes établis

Le gouvernement fédéral joue un important rôle de fait dans l'enseignement supérieur (et un grand rôle dans la recherche que nul ne semble contester). Le Groupe formule plusieurs options, mais toutes sous-entendent que le gouvernement fédéral devrait décider clairement ce qu'il veut (ou ne veut pas) faire en matière d'enseignement supérieur et agir ensuite en conséquence.

Voici quatre options essentielles:

- Le statu quo, sauf peut-être quelques légères modifications;
- La formule Johnson modifiée — continuation des transferts aux provinces, mais sur une nouvelle base assortie



Le rapport d'Erik Nielsen

de conditions quant aux fonds fédéraux; □ La formule MacDonald modifiée — financement des établissements par le truchement des étudiants; □ Le retrait fédéral du soutien de l'enseignement supérieur. Le rapport explique ensuite les diverses options. Après avoir examiné le FPE, le Groupe dit explicitement que l'accord actuel sur le FPE n'est pas viable. "A notre avis, il est de la plus grande importance que le gouvernement élabore une nouvelle orientation de concert avec les provinces".

Voir RAPPORT/20

Brandon: challenges facing a small undergraduate university

by Fred McGuinness

"I expected to hear a lot of platitudes. Here it is, half over, and as yet I haven't heard a single one." Botanist Al Rogosin made this comment as we headed across the campus for lunch. We'd just attended the opening session of a day-long symposium called, "Challenges Facing a Small Undergraduate University." It was Brandon University President, Dr. John Mallee, who first introduced the idea of the symposium. After a protracted series of discussions with faculty, students, and members of the public, he determined that BU was in



need of a statement of purpose, an agreed-upon set of academic goals. A day of discussion might help to establish these. "Challenge" met that challenge. By day's end, it was generally agreed that the frank exchange of opinion among

many segments of society had been both useful and instructive. In retrospect, much of the success was due to the keynote speaker, writer Heather Robertson. She seemed

See BRANDON/11

CAUT appeals for policy on foreign students

The CAUT has urged the federal government to come up with a coherent policy on international students in Canada.

CAUT's Vice-President Al Sharp and Acting Executive Secretary Ron Levesque appeared before the government's Committee on Canada's International Relations March 4 to speak on behalf of foreign students.

In a joint presentation with representatives from the Canadian Bureau for International Education, the Association of Universities and Colleges of Canada and the Canadian Federation of Students, the Association stressed the importance of the presence in Canada of international students both for our universities and for Canadian society.

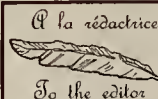
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Not trailing

The special feature on South Africa in your January issue was timely and informative. However, it reveals a continued "Upper Canada" mentality in so many of our supposedly "national" institutions... another layer of contradictions when dealing with external social inequalities.

While U of T and McGill debated, Dalhousie acted! After our student and faculty unions plus Senate voted overwhelmingly for divestment in late-1985 and early-1986 the Board of Governors decided promptly and unanimously to establish one joint (Board-Faculty-Student) Divestment Committee on 21 January 1986. This Committee is now moving to implement the Board's decision which reflects the position of the whole Dalhousie community.

It is also considering further related actions on development education, refugee students and future investment policies.

I hope the CAUT Board and *Bulletin* will note Dalhousie's decisiveness and progressiveness. We're not always trailing Ontario and Quebec down here in the east: we're already "out of (South) Africa!"

Timothy M. Shaw
Director
Centre for African Studies
Dalhousie University

Big business

I fully approve of the stance taken by Dr. George Connell, President of the University of Toronto, against political action by universities "to change political structures, governments and policies in this country and elsewhere." (*CAUT Bulletin*, January 1986.) In the reasons he gives for his stance his perception seems to me to be exactly right.

As for the statement of the University of Toronto Divestment Committee given in the same issue of the *CAUT Bulletin*, I do not believe that it is altogether accurate. For example, the Committee say that "Virtually every black leader and organization has called for corporate divestment and economic sanctions." (Against South

Africa.) But, to the contrary, I have read that Lucy Mvubelo, described as one of South Africa's most prominent labour leaders (and founder of South Africa's first black union), opposes the move to end foreign investment in South Africa. I have also read the following statement, attributed to Goshoku Buthelezi, chief of the Zulus:

It is big business that keeps institutions such as the Institute of Race Relations alive, and it is very often big business that provides the financial muscle to challenge the government in the courts on civil-rights law; and it is international capital that can back educational and development programs. For large companies to opt out of the South African situation is to opt out of the prospects of being catalysts in the process of change. For Americans to halt the growth rate of the South African economy through boycott, sanctions and divestment would demonstrate a callous disregard for ordinary people, suffering terribly under circumstances that they did not create, and would be a gross violation of any respect. Americans may have for the principle that people should be free to exercise their rights to oppose oppression in the way they choose.

It is my understanding that the Zulus form the largest tribe in South Africa, accounting for over a quarter of South African blacks.

Robert R. Christian
Dept. of Mathematics
UBC

Sabbatical value

The value of sabbatical leaves is apparently high and for a few, exceptional. (Barbara Cohen & Edcel Wyckham, "How To Have A Satisfying & Successful Sabbatical," *CAUT Bulletin*, Dec. 85) I keep thinking about *Li' Abner* — a cartoon strip drawn by the late Al Capp. At one time, Abner was a student at Dogpatch's Phogbound University. Abner's faculty advisor must be retired now or close. I wonder if that University indemnified him after he applied twice for sabbatical and was turned down. After all, Cohen and Wyckham say that sabbaticals are good things. Perhaps he was not. Abner was enrolled in PU's Dept. of Fertilizer which, with 12% of the resources, generates about 28% of the B.S. degrees. What do the workaholic faculty in Fertilizer get in exchange? In effect, their "reward" is a 13% pay cut. Now the academics theoretically could indicate that they would like to do some stipend teaching... offer some competition to the scab

Statement must be corrected

The commentary submitted by Professor Kenneth McNaught on my original letter (*Bulletin* Nov. 1985) — which corrected a number of misconceptions and false ideas which have been spread throughout the academic community in Canada for the past 24 years — makes one statement which must be corrected, even if only for the sake of a distinguished Canadian's reputation.

Prof. McNaught offers the opinion that the CAUT Report on the Crowe affair of 1958 must be reliable because one of its co-authors was Bora Laskin. I submit that when Bora Laskin put his signature to the Report he did not occupy the eminent and high-profile position which he later came to hold; and that had he been Chief Justice when he wrote the Report, the Report would have been very different. (Fancy an historian basing his opinion on "evidence" as evanescent as reputation and position!) The late Chief Justice is on record as having said that A.G. Bedford's *History of*

the University of Winnipeg gave the fairest account he had read of the Crowe affair. You will note the discrepancy. (Future biographer of Bora Laskin, please note.)

Even so, Prof. Bedford's account is incomplete. If the letter in question was not intercepted at the College, as Crowe et al. accused — and it was not — what did happen? Please ponder this:

"December 12th — Today, Clifford Robson, Professor of Psychology at United, issued a statement in which he charged that a small group at the College with 'a lust for power' had made attempts to dominate the faculty association at the College. He said there was 'a campaign instigated in an attempt to intimidate the College Board and discredit the Principal.'"

"December 13th — Today, the present writer (see below) issued a public statement addressed to Lloyd Simson, the leader of the CCF (today NDP) party in Manitoba, calling on him to repudiate his CCF supporters at United College. He charged:

"A phony issue that has duped half of Canada was created out of a trifling incident. A small group have used this issue not only as a

weapon, but as a cloak to cover their struggle to gain control of the College for themselves and their own brand of cynical, bitter 'Socialism.'"

"December 22nd — Senator T.A. Cregar wrote a letter to the 'Winnipeg Free Press' in which he suggested that Dr. Lockhart had walked into a trap. The most pungent paragraph was:

"This is the rotten foundation for the impression created far and wide, by letters, press and radio, and by professors' statements, that Dr. Lockhart had stolen, read and kept a copy of a private letter intended for someone else. There is little escape from the conclusion that this letter was 'planted' on Dr. Lockhart, either to warn him, or more likely to embarrass him." "If this was not a rump to destroy Dr. Lockhart, it looks suspiciously like one," D.S. Barber. In *Defence of a College*. A Critical Examination of the CAUT Report into the Crowe Affair at United College, Winnipeg (Privately printed, n.p., or d. (Winnipeg 1959), p. 75, p. 76.

J.E.G. Dixon
Dept. of French
The University of Winnipeg

labour. However, they would be rebuffed that such time should be used to apply for research grants and get publications in edited journals" (our italics), and dislike his occasional ineffectual use of prepositions — for example, "integrate their discipline into", and "up and down its borders".

One or two of Mr. McQuaid's blunders, however, are so egregious as to be intriguing. Did he really mean that the commission to enquire into insufficient foreign-language instruction in schools was seized for military service when he said that it was "commandeered" by a former University of California president? The *piece resistance*, though, we thought, was Mr. McQuaid's assertion that Mexico is "a predominantly Catholic-speaking country"! That really should give geography students pause for thought. And perhaps one should take a crash course in Catholic before embarking upon a trip to Mexico!

U.F. Matthews
P.J. Cotterill
Faculty of Medicine
University of Alberta

Illiteracy

E. Patrick McQuaid's article on "geographic illiteracy" and other forms of ignorance among students ("South of the border", *CAUT Bulletin*, December, 1985) would have been easier to read and understand if it had been a little more literate.

Some indeed of the author's errors are common and humdrum enough: "percent", for example, is often seen (but "perannum" never!), and hyphens, such as are required in "public-school districts" and "textbook-selection process" are routinely missed out. So are apostrophes, as in his references to "and 'teacher associations'" (Moreover, the apostrophe should be placed after the plural form of the noun in such cases, not as in "Teacher's Edition!") Of course, one never quite knows whom to criticize for spelling mistakes ("capitol" for "capital", and "honourary" for "honorary"); they may be typos. The familiar, but incorrect, "is comprised of" pops up instead of "comprises".

We quarrel, too, with some of the author's usage — "geography as a major concentration", and "subject matter now mandated by state law" (our italics), and dislike his occasional ineffectual use of prepositions — for example, "integrate their discipline into", and "up and down its borders".

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U.F. Matthews
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Faculty of Medicine
University of Alberta

Novel cure

Re "Dr. Cornell prescribes death as only cure for ailing U of T Faculty of Architecture" (*CAUT Bulletin*, February, 1985). I hope Dr. Cornell's novel concept of "cure" does not catch on with the medical profession.

Randal Marlin
Department of Philosophy
Carleton University

Major challenges

Further to the two articles

on sabbaticals in the December *CAUT Bulletin* (Bulletins rarely are re-addressed to sabbaticants I suspect), by Cowan and Wickham on "satisfying sabbaticals" and Lundlie's on "a year in France".

I have taken two sabbaticals in Europe (Vienna, 1977-78; and Luxembourg, 1985-86) and each has provided its own immense academic and personal rewards. However, I should like to add one observation to the useful materials contained in the referenced articles and that concerns children.

On our sabbatical in Vienna both our daughters were with us and both, eventually, were enrolled in the American International School in Vienna. On this sabbatical our oldest daughter has remained in Canada (as a student at the University of Windsor) while our second daughter is enrolled in 6th Form (English) at the European Economic Community School in Luxembourg.

I mention this detail because only this year have we fully appreciated the full impact which my sabbatical has had upon my daughter. In general it has not been adverse and I am sure she would agree entirely; indeed quite the contrary, for she is required to take courses in no less than two languages in a school environment where all EEC languages are employed.

The problem, simply stated, is this: as a sabbaticant one can immerse oneself in ones work and, in large part, ignore the surrounding environment when one chooses. Children cannot for they must develop new social relationships, often with persons speaking other languages. In fact, as we've now concluded, it is the

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CENSURED ADMINISTRATIONS

The following university administrations are under CAUT censure:

President and Board of Governors
UNIVERSITY OF CALGARY (1979)

President and Board of Regents
MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)

Note:

The CAUT Council recommends that faculty members not accept appointments at censored universities. Advertisements for vacant positions are not carried in the *Bulletin* for universities under censure.

Academics see new hope for higher education in B.C.

by Michelle Morissette
Bulletin Correspondent

A new breeze of optimism has swept across the post-secondary education field in B.C., following the creation of a new post-secondary education ministry and the replacement of former Universities Minister Pat McGeer by newcomer Russ Fraser.

Faced with increasing criticism about the way colleges and universities have been handled in the past several years, Premier Bill Bennett, in a major cabinet shuffle, recently created a new post-secondary ministry which will be responsible for the province's 18 colleges and five institutes in addition to the universities.

Pat McGeer takes on the International trade portfolio, in addition to his former science and communication responsibilities.

The move has been greeted positively by all but a few. It is seen as an indication that Victoria is finally beginning to take the plight of the universities and colleges here seriously and is anxious to get on a friendlier footing with the entire sector.

Seen as sympathetic

While still an unknown factor, Mr. Fraser, a graduate of the University of B.C., is unanimously seen as sympathetic to the needs of the universities and colleges.

He is also seen as a man who is interested in consultation and who is willing to listen to different points of view, two areas where his predecessor was seen as weak.

"This is an extremely healthy move for the universities," said UBC Faculty Association President Sidney Mindess, who also heads the Confederation of University Faculty Associations of B.C. (CUFA).

"UBC certainly won't miss McGeer as minister of universities."

Prof. Mindess said that Dr. McGeer had developed a "confrontational and abusive style" when working with the universities and had caused much of the "lack of morale" among faculty.

"In his public pronouncements, he said a lot of

unkind things about the university and tenure and none of this was helpful. Now we've got someone who is willing to listen, which is a new and wonderful thing in this province."

Mr. Fraser has said he is interested in consultation. Barely a week after being appointed to the job, he met with all three university presidents to discuss their concerns. While he was not able to provide all the answers, especially on the crucial issue of funding, all three presidents emerged from the meeting with a strong feeling of optimism.

"I couldn't have had a more favourable impression," said Howard Petch, President of the University of Victoria.

"We had an extremely frank discussion and I felt that he would be very sympathetic and supportive to the universities. His whole tone is totally different to that of the previous minister. His style is to communicate with others to achieve mutual goals."

William Saywell, President of Simon Fraser University, said his spirits were greatly lifted following the meeting.

"It was the best meeting I've had with a minister since coming to B.C. in 1983. He was familiar with the problems and the process and I felt he would be a strong advocate for us."

Dr. Saywell said that, while funding issues still remain a question mark as does the role of the Universities Council of

B.C. (UCBC), he had been reassured that the universities will retain their autonomy, despite the fact that they are now included in the same portfolio as the colleges over which Victoria exerts more control.

David Strangway, President of UBC said he was looking forward to future dealings with the minister since it was obvious he was the kind of person "who believes in what the universities can do."

"His appointment has been a benefit to us. It shows that Victoria wants to establish a new relationship with us. There is now a sense of renewal, of being committed to the universities and we can only benefit from this."

Reactions are mixed

Meanwhile, reactions are mixed on the issue of merging colleges and universities. George Morfitt, Chairman of the Universities Council of B.C., said combining the colleges with universities will give colleges a prominent place.

He said the new system is the first step in creating a "cohesive" B.C. educational system where colleges will produce more graduates who will pass smoothly into universities. This will allow universities to devote more time and money to research and third and fourth year specialized programs.

Although the two systems will be merged under the same ministry, Mr. Morfitt said he does not expect funding for

the colleges to go through the UCBC.

Mr. Fraser has stated he does not contemplate placing college funding under the UCBC.

John Walters, President of the College-Institute Educators Association of B.C., is not pleased with the creation of the new ministry.

Mr. Walters said he was concerned that lumping colleges with universities would cut the strong ties colleges have developed with the community.

"Under a new and larger ministry, our problems and community-based particularities will be lumped into a larger system where universities have a much higher profile and prestige."

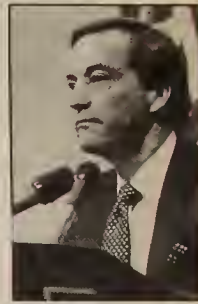
He further stressed that there is now a danger that the government will think of the colleges as "junior colleges" for accessing students for eventual transfer to the universities.

"This would be wrong since it would be negating what the other 75 per cent of students are in college for," he said.

More cohesiveness

Dr. Petch, a long-time advocate for merging the two systems, said he was "extremely pleased" at the move.

"There must be a clear understanding that both types of institutions are quite different," he said. "But that shouldn't be a problem since the entire education system all



Premier Bill Bennett: anxious to get on friendlier footing

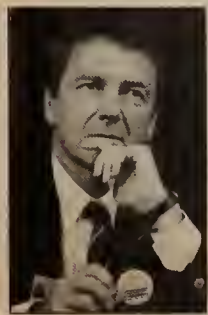
managed to exist under one ministry in the past."

"What this will do is allow more cohesiveness and cut down on duplication in the post-secondary sector. There is a need for more communication between the two now, but that will come."

Dr. Strangway, who hails from the University of Toronto, which is quite used to a ministry of colleges and universities, says he does not foresee any problems operating under a joint ministry.

Easier access

He says the merging of the two in B.C. would allow more students from the interior of the province to have easier access to the university system.



SFU's Saywell: spirits lifted

Michelle Morissette

BC Update

UBC votes to delay decision on South Africa

The University of B.C. will await the guidance of the federal government before divesting itself of interests in banks and companies that do business with South Africa.

While declaring that it is totally opposed to the racial policies of South Africa, the University's Board of Governors has voted to delay, until at least June, any possible divestment of the \$7.5 million it has invested in companies and banks with links to the apartheid regime.

It will wait until a federal official completes a review of how Canadian companies comply with a code of conduct governing investments in South Africa.

The board's decision followed a half-hour rally outside the administration building by about 50 students and a short presentation by two of the protestors.

UBC President David Strangway said the vote does not mean the university won't decide to divest in the future.

"We've looked into the situation and it is clear there are many inconsistencies on the current UNESCO black lists of companies, and we wanted to go about this in a fairer manner by waiting for the government policy."

As things stand now, the Board has voted to await the federal review with "the objective of preparing a list of companies in which the University's operating, endowment and staff pension funds would not invest."

Although divestment has been a major issue in eastern universities in Montreal, Toronto and Halifax as well as in the U.S., it has had a much lower profile in B.C. where administrators, faculty and students have been fighting for their basic financial survival.

Protests have tended to take the form of small gatherings, receiving little publicity. Now that the B.C. government seems to be showing a renewed interest in the post-secondary sector, the issue of divestment could escalate, but it is not

likely to do so until the financial pressure eases up.

Support mounts for fired college instructor

The B.C. Teachers Federation has joined the College Institute Educators Association in defending the right of free speech of a Cariboo College instructor fired for publicly criticizing the quality of education at his institution.

Psychology instructor Al MacKinnon was fired in December for refusing to stop making statements in a Kamloops newspaper that attacked the college for offering a "shoddy" quality of education.

The controversy began last April when Mr. MacKinnon launched a broadside against the college on the letters page of the Kamloops newspaper.

He wrote that Cariboo College has "always been a second rate institution. It was designed that way; and it provides second-class education to the post-secondary ghetto of Canada — Interior B.C."

Mr. MacKinnon assailed the Social Credit government's education policies and bemoaned the impact of the provincial restraint plan on college excellence.

He wrote that he would "throw up" if he again heard college administrators say that staff firings resulting from budget cuts were not hurting the quality of education at B.C. colleges.

College President Charles Brenner responded with a formal letter of reprimand, but Mr. MacKinnon refused to relent. He wrote to the paper a second time and circulated a memo to college staff restating his position.

That resulted in a termination notice in which the college President wrote: "You are being disruptive to the orderly running of the College and you are being openly defiant to the lawful authority of the College."

Although the Cariboo College Faculty Association went to the College Board with a proposal to have MacKinnon reinstated if he apologized for his more sweeping statements and personal attacks on College officials, it was not accepted.

And, although the firing is currently being pursued in arbitration, CEIA President John Walters said it was doubtful that it would be resolved by this process and might well have to be fought in court. The Association has set up a defense fund should this prove to be the case.

"We think that this case is significant for all public sec-

tor employees," said Mr. Walters.

"Cariboo College's dismissal of Al MacKinnon is a serious violation of free speech and a dangerous precedent for public employees in B.C."

Essentially all of the issue is not whether one agrees 100 per cent with what MacKinnon says in his letter, although his criticism echoes those that faculty groups have been making for years now, but rather whether a public employee has a right to engage in public criticism of his own institution in the community where he lives."

Foreign students to pay medical fees

Foreign students will have to pay medical fees as part of their regular tuition fees in order to register at the University of B.C. in future.

UBC's Board of Governors voted to make the medical fees a compulsory part of non-residents' tuition fees recently as a means of ensuring that all foreign students join a university sponsored medical plan that would cover them in the event that they become ill while in the country.

Up until the summer of 1985, foreign students attending university in B.C. were eligible for the provincial health plan after living in the province for a year.

In August 1985, the government decided to cut them off, as of Oct. 31, 1985, claiming that the students were a drain on the medical system.

Faced with the doubling and tripling of their medical costs, the students reacted with letters to the Minister of Health and attempted to have the decision overturned in court. However, the decision was upheld.

Following the loss of the court battle, administrators at UBC began to attempt to tailor a plan that would specifically apply to international students.

It was soon discovered that the only way to make the plan feasible was to ensure that all students joined so that costs could be kept down.

The easiest way to make it compulsory was to do it through fees, said officials.

"That way we could be sure that everybody was covered for all eventualities."

Currently, UBC has about 1,000 foreign students. There are 1,500 at Simon Fraser University and 250 at the University of Victoria.

Briefly...briefly...

Famous "Vic" graduates to mark college sesquicentennial

TORONTO — What do Lester Pearson, Don Harron, Northrop Frye, Norm Jewison, Margaret Atwood, Dennis Lee and Pauline McGibbon have in common? They are all alumni of Victoria College, one of the University of Toronto's oldest federated universities. And most of those alumni who can will return to campus next October to help celebrate Vic's 150th birthday.

Marking a century and a half since Victoria College was founded at Cobourg, on the shores of Lake Ontario, the College (which, with Emmanuel College, today forms Victoria University) is planning a mammoth reunion next Oct. 3-5, kicking off a year-long series of events. Plans for the gala weekend include a Friday evening get-together for graduates of all years, with decade parties in locations across the Vic campus. Saturday evening, Chancellor Northrop Frye and President Emeritus, Dr. A.B.B. Moore will host a Reunion Dinner at the Harbour Castle Hilton Hotel. Dr. Frye will preach at a Service of Thanksgiving at Metropolitan United Church on Sunday afternoon.

Displays of materials from Victoria's archives will be exhibited at the Roberts and E. J. Pratt Libraries throughout September and October. Some of Canada's brightest stars of the literary and entertainment worlds will recall student days, recreating highlights of Gilbert and Sullivan, the Victoria Drama Club and the "Bob", the annual student show satirizing campus people and events, in a "Bob Retrospective" early in 1987.

U of L Astronomers Offered NASA Telescope to Study Halley

LETHBRIDGE — "We've hit the jackpot." That's how an excited David Naylor described the decision of NASA officials to award astronomers at The University of Lethbridge observing time on its largest telescope to study Comet Halley. In a fierce competition with universities and agencies from across the United States and other countries, the U of L astronomers were granted observing time in May on the NASA telescope located at Mauna Kea, Hawaii. Headed by Dr. Naylor, physics professor at the U of L, the group includes Dr. Arvid Schultz and Greg Tompkins of the U of L physics department and Dr. Alan Clark, a physicist at The University of Calgary.

The group will be using a \$250,000 spectrometer which Dr. Naylor has been developing for the last three years to search for parent molecule emission from Comet Halley. "The project is particularly exciting because as yet no parent molecule has been discovered on a comet," said Dr. Naylor. "Measurements of the parent molecules are fundamental to understanding comets." According to Dr. Naylor, there are only two instruments in the world which may be able to detect these molecules from the ground, one of those being his spectrometer.

U of A midwifery program unique in Canada

EDMONTON — The Nursing Faculty at the University of Alberta is introducing a midwifery program — which is unique to Canada — in conjunction with its Master of Nursing degree. The focus of the midwifery program will be on the promotion of a healthy family and graduate midwives will possess a number of essential skills to assist child-bearing families. The midwife will not only be prepared to provide support to the mother in maintaining health but will offer continuity of care throughout the maternity cycle as well as counselling, educating and encouraging parent participation. Meanwhile, the Alberta Association of Midwives was recently

formed to promote the legalization of midwifery in Alberta. Mary Houston, nursing professor at the University of Lethbridge and spokesperson for the association, says Canada is the only industrialized country in the world in which midwifery is not legal. "Ontario hopes to legalize it within a year and our goal is to achieve it within five years," she says.

University of Calgary library program helps developing countries

CALGARY — Books and journals are stacked to the rafters in the storage shed on the west campus of The University of Calgary. There are tons of them, all packed into hundreds of neatly-labelled boxes. They are destined for university library shelves in developing countries like Ghana or Nicaragua. The university formed a volunteer overseas library committee after helping the University of El Salvador with an international book campaign in 1983. "The U of C library had a large supply of duplicate material that we didn't need, but which was valuable to others," says Hazel Fry, head of the committee's activities. "The library accumulates surplus material through gifts, consolidation of the collection, and redefinition of our needs." But the library is not using other nations as dumping grounds for old material, says Ms. Fry. "We make very sure we are sending only quality materials that they have requested. We felt we should avoid the out-moded paternalistic attitude that we knew best what a particular library needed."

The U of C committee is supported in its work by the Petro-Canada International Assistance Corporation (PCIAC), which provides funding to cover shipping costs, on a project by project basis. The most recent shipment was bound for the Yucatan in Mexico. Canadian Pacific paid the costs of shipping the crates to New York and PCIAC is paying to ship them to the Yucatan.

Calgary business and political leaders support U of C venture

CALGARY — Calgary business leaders have championed the creation of an international business centre which was recently announced by the University of Calgary. "If western Canadian businessmen, present and future Albertans and Calgarians, are to succeed in the highly competitive business climate of the international marketplace, they should have access to the expertise and resources which will prepare them for effective international living. The obvious place is the university, and I am delighted that our U of C has taken up this challenge," says Art Smith, Co-chairman of the Calgary Economic Development Authority.

The new advisory board chairman of the Centre, Ted Best says the university will be offering programs through its Centre for International Education and Business (CIEB) which will help businessmen, political emissaries, medical and social scientists, and university students interested in developing their knowledge and awareness of the international world of business, politics and culture.

At the mayor's office, Ralph Klein said the CIEB was another sign that the economic front of Calgary was growing and preparing to challenge the international marketplace. "The university should be commended for its foresight in developing this tremendous opportunity which will benefit the people of western Canada as well as others from the business and academic communities around the world. This is a very exciting prospect", says Mayor Klein.

SFU prof takes top prize for pulp novel

VANCOUVER — A novel that includes "love, death, sex, violence and natural foods", centres on the antics of an unemployed gambler and his various relationships with women, along with "horse races, yuppie parties and murder plots" sounds like it has something for everyone. Marc Diamond, of Simon Fraser's centre for the arts, put just such a novel together last Labor Day weekend, in competition with hundreds of other North American authors during Pulp Press' annual three-day novel writing competition, titled it *Momentum* and walked away with top prize. "*Momentum* is about Vancouver and The Thing," says Diamond. What is The Thing? "Look around," he replied. "What is The Thing?" Better known on campus as professor in SFU's theatre area, Diamond used a computer to write his novel and credits it with allowing him to complete *Momentum* in the 72-hour time limit.



Swaziland students with Queen's faculty members (L-R) Cliff Anderson, Brian Sharples and Herb Salter

Queen's wins \$6.3 million contract

KINGSTON — Queen's University's Faculty of Education will develop Phase II of a technical teachers college in Nairobi, Kenya. The \$6.3 million dollar contract for the five-year project was signed in January, completing an 18-month competition involving universities across the country. Federal support is directed to this initiative through the Canadian International Development Agency (CIDA).

Queen's will complete the second phase of a project started in 1973 by The University of New Brunswick which planned and built the Kenya Technical Teachers College.

"Queen's recognizes the need to be involved internationally and recently has established an office of international programs," says Principal David C. Smith. "Experts from Queen's will join with those from other Canadian universities to help transfer knowledge and technology in the cause of international development. The Kenyan project is an example where excellence in technical teacher training will be shared with an African nation developing a new teachers college."

In Kenya and in Canada, Queen's will be responsible for curriculum development, upgrading the technical and teaching skills of the Kenyan instructors, as well as the administrative skills of the faculty and school administrators. St. Lawrence College will assist in training some of the Kenyan students who come to Kingston for part of their education.

McMaster University literacy test will have fall debut

HAMILTON — The only exclusively multiple choice literacy test in an Ontario university will be given at McMaster for the first time in the Fall of 1986, according to Dr. W. D. Coleman, Associate Professor of Political Science and Chairman of the Undergraduate Council. Other universities use either essay or essay-plus-objective tests.

The McMaster test, called the *McMaster Test of Writing Competence*, was approved last year by the Council. The terms of the proposal call for mandatory test-taking, but students who fail are not required to take the test over, and failure will not result in inability to graduate. If, however, a student doesn't pass the test by graduation, that fact will be noted on the official transcript. The multiple choice test was chosen because it has proven to correlate well with results obtained using the essay format, is much less costly, and can be rapidly administered and scored, according to Dr. Betty Ann Levy, Psychology professor and member of the committee which drafted the original proposal, and chairman of the committee responsible for monitoring and implementing it beginning this fall.

"It has been used before at McMaster," Dr. Levy said, "and is essentially a Canadian version of a widely-used American writing test." Dr. Levy says once a student is identified through the test as having writing deficiencies, a letter will be sent outlining remedial courses that will be offered through the McMaster Centre for Continuing Education. The Centre will counsel students as to the appropriate course of remediation for them.

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children who must frequently bear the brunt of the overseas sabbatical.

Interestingly, similar conclusions were reached by the McDougall Royal Commission inquiry into conditions of service in the Canadian foreign service. Foreign service personnel retreat each day to the familiar environment of their offices and continuing contact with persons sharing similar

interests. Spouses and children are left to shoulder the predominant burden of social and cultural adaptation. For children this can be extremely difficult although there are very positive advantages. The parents can anticipate the social/cultural adjustment problems (to say nothing of simple curricula problems) and work with the children. Of course, on this current sabbatical there is the double adjustment problem of the daughter who remained back in Canada for she has sudden-

ly been placed in a position where she bears far greater responsibilities than we had anticipated (paying insurance on her mother's car which she has used of during the year)

The overseas sabbatical poses some really major challenges and I am certain that almost anybody who has taken one has had occasion to wonder, "why am I doing this to myself?" Yet, in retrospect, I would not have had it any other way; nor, do I believe, would our daughters.

By the way, the Office of Teaching and Learning at the University of Windsor started an informal session for sabbaticants about three years ago. The session brings together all those who wish to attend from among faculty who have been granted sabbaticals for the forthcoming year. It is both a social occasion and, more importantly, an opportunity to draw upon the experience of a few others invited for the occasion. The agenda is open-ended but tends to cover such matters as

taxes and research grants, renting homes in Canada and accommodation abroad, schooling for children, obtaining autos and a host of other topics. A booklet prepared by two colleagues on sabbaticals published by the Faculty Association is also made available.

Finally, I've been surprised that the CAUT and Faculty Associations have not gotten together to provide some modest information/exchange services for sabbaticants. For

example, I will have an excellent second-hand car for sale in early August and it would be easier and cheaper to offer it to another Canadian coming to Europe than to unload it here. Similarly, apartment information, schools, insurance agents, and many more things could very usefully be exchanged through the CAUT.

Lloyd Brown-John
University of Windsor
(Luxembourg)
Dept. of Political Science

Looking out the window

Lethbridge: examines salary structure

by Jeremiah Allen

Prof. Allen is with the Department of Economics at the University of Lethbridge and sits on the CAUT's Economic Benefits Committee.

Five years ago, we engaged in an exercise at the University of Lethbridge which initially resulted in a faculty salary increase of nearly six percent on top of the regular cost of living increase to scale. It ultimately resulted in an increment scheme we believe to be a model. This is an account of that exercise.

Beginning

The exercise began in Regina in the fall of 1978. As a member of the University of Lethbridge Faculty Association's (henceforth ULFA) Economic Benefits Committee, I attended the annual Western Regional Faculty Association's Conference because the final day was to be devoted entirely to matters of salaries. There I first saw the David Balzarini Show, (since seen by countless others and published in various issues of the *CAUT Bulletin*.) Two lessons from that session stood out: 1) salaries paid are what count; salary scales are relevant only as they affect actual salaries paid, and 2) the only meaningful way of looking at salaries — whether for comparing one university, or group within a university, with another; or comparing faculty salaries with those of other

occupations — is the age/salary structure.

A year later, now chairman of ULFA's Economic Benefits Committee, I looked at the age/salary structure of the three Alberta universities; the results were a shock. We had been living a dream at Lethbridge. We knew — because these were the available data — that our salary scales were high. Our handbook (collective agreement) had all the right items; scale changes were negotiated annually, with binding arbitration if the board and association could not agree, and salary increment and promotion decisions were made by peer committees. Our efforts had been devoted primarily to keeping our scales close to Calgary's and Alberta's and had been successful.

Looking at the age/salary structures was a rude awakening. What we saw is summarized in Table 1. Four facts stand out: 1) Lethbridge salaries, in 1979/80 were substantially lower than Alberta's, (Calgary salaries were very close to Alberta's so Lethbridge salaries were substantially lower than Calgary's.) 2) The differentials between Lethbridge salaries and both Alberta (and Calgary) and Canadian average salaries increased with age. 3) The differentials between Lethbridge salaries and both Alberta and Canadian average salaries increased over time from 1971. 4) The growth over time of the differentials, both with respect to Alberta and Canadian average salaries, increased with age.

The discovery of the problem pinpointed the culprit. For all four of these facts to be true while our scales remained even with Calgary's and Alberta's, the number of increments awarded at Lethbridge had to have been systematically fewer. The peer evaluation system was not functioning to keep the "reward to experience" equal to either the provincial, or the national, standard. To use the metaphor from which this article takes its title — a metaphor ULFA was to use frequently in the coming year — consider each university as a railway car, with seating by salary level. The peer evaluation system had focussed entirely on seating inside the Lethbridge car. It may have ensured that the seating order was fair, but it had ignored other cars. The comparison of age-salary structures was a looking out of the car's windows; what we saw was that the other provincial cars, and most of the other Canadian cars, had been drawing steadily ahead.

Preparation

In April 1980, the ULFA salary negotiating team presented the board of governors' team — the chairman of the board, the president of the

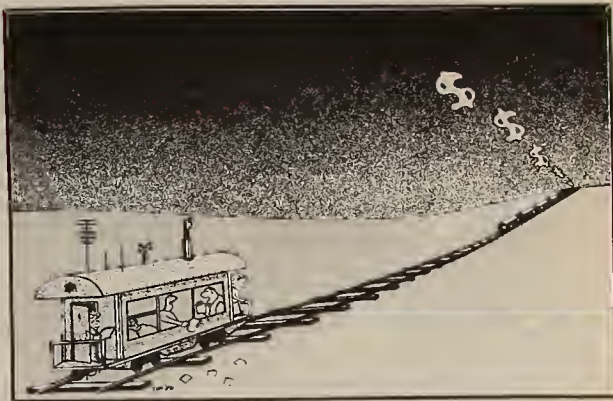
university and the vice-president (finance) — with a table of figures much like Table 1 above. They met the presentation with real consternation. Both teams knew the increases for 1980/81 to Alberta salary scales and to the base government grant, each was close to eight-and-a-half percent. ULFA's figures showed that, if Lethbridge were to catch up to where we thought we had been — roughly equivalent to Alberta and Calgary — our salary increase would have to be nearly 18 percent. If an arbitrator took ULFA's figures seriously, there could be an arbitrator's award that would cause serious fiscal problems for the university.

The board, of course, tried to explain the differentials away. These attempts clustered around three arguments, which occurred repeatedly throughout the exercise. First, the board argued that historically it had met its responsibilities; it had kept our scales equivalent to Calgary's and Alberta's, and it had provided — at ULFA's insistence — for salary increments and promotions to be made by peer committees. If we, as faculty, had failed to award adequate increments to keep us up with Calgary and Alberta, that was our fault and not the board's responsibility. (I call this the "no-fault" argument.)

The other two arguments began by pointing out that "differentials", the existence of which the board accepted, were not necessarily "inequities". To show that one group is paid lower average salaries than another is not to show that membership in a group uniquely determined that difference; systematic differences between the groups could account for the difference. Two types of systematic differences were noted; I will call one "composition" and the other "quality".

The composition argument noted that Calgary and Alberta had a number of professional faculties, and the higher salaries paid in these faculties would raise averages there. Benefits were higher at Lethbridge than Calgary or Alberta and what mattered was not salaries, but total compensation — salaries plus the value of all benefits. If total compensation at Lethbridge were compared to total compensation of only Arts, Science and Education faculties at Calgary and Alberta, the differential would be lower and might disappear altogether.

The quality argument suggested that Lethbridge faculty, as a group, were less meritorious than faculty at Calgary and Alberta. Salary increments have both a career progress component and a merit component; if increments were lower at



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Lethbridge, it might reflect lower merit. While average faculty salary at Lethbridge was lower, the average faculty member at Lethbridge might be receiving the same salary he would be receiving if he were at Calgary or Alberta.

ULFA response to the latter two arguments was that both were empirical in nature, and could be answered empirically. The board agreed, and this agreement led to a temporary compromise. ULFA agreed to keep the question of the differentials — and the concomitant "catch-up" we felt they implied — out of salary negotiations that year. ULFA further agreed not to use the existence of the differentials to try to influence salary and promotion committees. The board agreed to cooperate fully with, and to share the costs of, a third-party investigation of the empirical questions. Although the outcome of the investigation was to be non-binding, there was a tacit understanding that if such an investigation showed "inequities", the board would attempt to remedy them. Finally, the board dropped the quality argument; it stated that it did not regard the University of Lethbridge itself, nor its faculty, as second-rate within the province, and would therefore not pay second-rate salaries.

The Exercise

As the fall of 1980 began, the exercise got underway. The first step was to find an investigator. Gordon Unger at the University of Alberta had a suggestion that proved brilliant: that Ron Bercov —

a one-time president of CAUT who had just been appointed as Associate Vice-President (Academic) at the University of Alberta — and Brian McDonald — a Vice-President (Administration) at the University of Alberta — act jointly as co-investigators. Ron Bercov's presence would insure that ULFA's interests were met; both being administrators meant that the board and administration could be confident their interests would be considered as well. ULFA proposed Gordon's suggestion to the board and they quickly agreed. In October 1980 Ron Bercov and Brian McDonald began the investigation which, colloquially at the University of Lethbridge, bears their names.

The terms of reference were straightforward: to determine if "inequitable" salary differentials existed between Lethbridge and the two larger provincial universities and, if so, to determine how the differentials had arisen. The board and ULFA both submitted briefs to Bercov and McDonald in October. They worked quickly and reported orally at the University of Lethbridge the second week of January 1981; written copies of their report were available a month later. At the oral presentation an incident of considerable interest occurred; invited to attend by the board was a deputy minister of the provincial Department of Advanced Education. This was ULFA's first hint that something else might be going on.

Bercov and McDonald had randomly drawn a sample of

Calgary and Alberta faculty members, stratified to match Lethbridge's faculty by age, qualification and discipline. They had allocated total benefits on a per-capita basis for each university, and added these to salaries. Their results, now free from any "composition" type of bias, showed that Alberta faculty were paid nine percent more, and Calgary faculty six percent more, than equivalent faculty at Lethbridge. The results varied by age; the differentials with Alberta were three percent for faculty in their 30's, 10 percent for faculty in their 40's and 12 percent for faculty in their 50's.

Since scales at Lethbridge were the same as scales at Calgary and Alberta, establishing the fact of the differentials was adequate to establish their cause. However, following their terms of reference, Bercov and McDonald had investigated further. Their report showed that although increments had the same monetary value at Lethbridge as at Calgary and Alberta, we had been awarding fewer. For the five years prior to 1979, the average increments awarded at Lethbridge was 0.76; at Calgary it was 0.96 and at Alberta it was 1.08. In the words of the report "the central conclusion of this analysis is that the financial reward for experience is smaller at Lethbridge than at the other two universities."

An important reason for the low average increment awards at Lethbridge was the ex-

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TABLE 1
University of Alberta and All Canadian Salaries
as Percentages of University of Lethbridge Salaries*

MEAN AGE	1971/72		1979/80		CHANGE**	
	U A	CAN	U A	CAN	U A	CAN
32	102	99	105	100	3	1
37	105	101	110	102	5	1
42	107	100	113	103	6	3
47	108	99	115	104	7	5
52	107	96	116	105	8	9

* Alberta and Canada salaries exclude medical and dental facilities

** 1979/80 — 1971/72

Le présent article résume un important examen de la structure des traitements à l'Université Lethbridge. Partant de l'idée que les professeurs sont sous-payés par rapport à leurs collègues des autres universités albertaines, l'association a obtenu l'approbation de mener un examen indépendant de la structure des traitements. L'examen a confirmé que les professeurs étaient sous-payés par rapport à des profils âge-traitement comparables à cause d'un certain nombre de facteurs, notamment la lenteur des promotions et des augmentations de traitement en moyenne moins élevées. Cet examen a entraîné un ajustement systématique des traitements des professeurs de l'Université Lethbridge. L'auteur conclut son article en donnant diverses leçons à tirer de cet examen. (Cet article constitue la première de deux parties sur les structures salariales. Le deuxième article paraîtra dans le prochain numéro du Bulletin.)

WINDOW...S

istence of salary ceilings by rank combined with a very slow promotion policy. Berco and McDonald's report showed that, for doctorates only, the percentage of faculty 40 to 45 years old who were Professors was: 9.7 at Lethbridge, 35.6 at Calgary and 53.9 at Alberta. For faculty 45 to 49, the figures were: 25.0 at Lethbridge, 48.3 at Calgary and 73.0 at Alberta. Promotion to Professor was occurring more than 10 years later at Lethbridge. The average increment and promotion figures reported by Berco and McDonald showed clearly that, as peers, we at Lethbridge were far harder in our judgments of each other than similar judgments being made elsewhere. Peer evaluation may have done a good job of seating us inside the Lethbridge railway car, but it had been blind to events outside the windows.

Aftermath

Government grants to universities in Alberta are of two types. One is the "base" grant, the other is a "special" grant, which is earmarked for specific projects by the government. In April 1981, the budget tabled in the University of Lethbridge General Faculties Council showed, in addition to the regular increase in the base grant and several normal special grants, a mysterious non-earmarked special grant of \$600,000 to be added into the base.

Suddenly some things became clear. For a year the board had been proclaiming that no injustice in salaries existed. Meanwhile, it must have been pointing out to the government the existence of what the president had continually referred to as "a management problem." Given that salary increases were determined by negotiations leading, in case of impasse, to binding arbitration, the differentials were a time bomb in the financial center of the administration. Any year an arbitrator might accept that the differentials were inequitable; that arbitrator could cause serious financial problems for the university.

It now became clear that the board had been lobbying the government for the money to eliminate the differentials in order to eliminate its management problem. Obviously the board's efforts had met success. Equally obvious was that the choice of Berco and McDonald as investigators had been masterful. Not only had their report been accepted by the board, their stature in the Alberta community had led to its acceptance by the government as well.

ULFA and the board quickly finished the normal scale and benefit negotiations that April. In June ULFA and the board began the final stage of negotiations, determining the special salary increases for individual faculty members. The Berco/McDonald report had stated unequivocally that the salary differentials between



Lethbridge and the other two universities were due to the lower financial reward for experience at Lethbridge. To redress the problem, awards to individual faculty had to be based on the individual's experience. Disagreements arose over two questions: how much experience and what kind of experience.

In 1980, the University of Lethbridge was only 13 years old. The board and administration argued that they couldn't be held responsible for inadequately rewarding any experience that exceeded 13 years. Although there were individual faculty members at Lethbridge with well over 13 years experience as university professors, their initial salary at Lethbridge had been determined by the market at the time of their hiring and could not be considered inequitable. The board was responsible only for that part of the salary differential that had accumulated during an individual's tenure at Lethbridge. ULFA accepted this limitation and, after some discussion, it was agreed that \$330,000 dollars, or six percent of faculty salaries, would be awarded.

The board and administration introduced at this stage a particularly nasty variation of the quality argument. They argued that there were faculty whose experience was of such poor quality that it had already been adequately rewarded, so these faculty did not deserve special salary awards. This led to some bitter wrangling. ULFA argued that our handbook contained procedures for the administration to use when it believed that individuals were performing unsatisfactorily. The salary investigation had involved the group as a whole; it was illegitimate to use it as a device for punishing individuals. The board at first refused to budge and for a short while it looked as if the exercise would fail at the end.

Eventually, and not without some rancour, a compromise was reached. Special salary increases were to be based broadly on experience, while differing somewhat with the quality of that experience. Individual awards were determined by the individual's position on the salary grid, the size of the award corresponding to the number of steps up the grid all those above 13 steps were lumped together at 13. Individuals who had moved through the grid more slowly received awards, but their awards were lower than

awards to individuals with the same experience who had been promoted normally. Particularly meritorious individuals, who had moved through the salary grid more quickly, received awards that were larger than awards to individuals with the same experience who had moved at a normal rate. This solution had an additional advantage; it didn't alter relative salaries. The order of seating inside the Lethbridge car, which had been set by accumulated peer evaluations, remained unchanged by the exercise.

The exercise was not yet complete. It remained to deal with the two problems which had led to the situation, low average increment awards and slow promotion. The first became a primary focus of activity for ULFA for the next four years. In January 1985, ULFA and the board approved changes to the handbook which we believe to be final. During those years we gained some insights into salary structures at universities and developed a salary structure for ourselves which we believe to be a model. I will describe these insights and that model in a subsequent article.

ULFA, the board and administration all agreed that it was undesirable to attempt to change the promotion policies at Lethbridge. Faculty ideas of qualifications necessary for promotion to Professor were well entrenched. Changing these would be difficult, and attempting to do so could produce internal inequities. The solution was clear; to reward experience as other universities did, while maintaining our very tough promotion policy, salary ceilings had to go. The final act that June was agreed by the board to remove salary ceilings for the academic ranks.

Lessons

I believe that there are some lessons in this account which could prove useful to groups attempting similar exercises. Such groups might be other smaller universities in larger provincial systems, or might be separable groups within a university. The coming into force of the Canadian Charter of Rights, for example, will inevitably result in women wanting to compare their salaries with men's. The CAUT has published a manual, which I wrote, for determining salary discrimination against women; lessons I learned during the Lethbridge exercise are reflected in that manual.

Lesson 1: Salaries Paid are what Count

The single most important determinant of salaries at Canadian universities is seniority, or, more euphemistically, experience. Age/salary structures are the single most basic element of any salary comparison. Always start with age/salary structures.

Lesson 2: Salaries are Affected by Many Policies

We were astonished at Lethbridge when we saw the comparison of age/salary structures. We were equally astonished at the Berco/McDonald findings about relative rates of promotion to Professor. Most people at Lethbridge had been unaware of these differences. A further study was done using the percent of all faculty in their 40's with doctorates who have been promoted to Professor, as a proxy variable for speed of promotion. It showed Lethbridge to be the slowest in the country, tied with Mount Saint Vincent at 13%. (The highest was 71% at the University of New Brunswick.) The variation in this variable is enormous, far greater than the variation of salary scales. Such factors have important effects on salaries, yet are frequently unexamined.

Lesson 3: Keep it Simple

The Lethbridge exercise went quickly and, for the most part, smoothly, in large part because it was limited to a relatively simple question: We were fortunate that the board did not wish to push the quality argument; that argument would have been difficult to resolve when the types of activities required of faculty differ as they do between Lethbridge and larger universities. Comparisons between relatively homogeneous groups are simple and, if there are no reasons for assuming that the focal group differs systematically from the comparison group, are entirely sufficient. The board at Lethbridge, by declaring that the faculty was not "second-rate within the province" established the homogeneity which made simple resolution possible.

Lesson 4: Keep Common Cause with the Board Wherever Possible

In retrospect it's clear that the board began, in our joint interest, to lobby the government for money to remedy the differentials shortly after it learned of their existence. The board also recognized that we both needed an impartial investigation of the differentials and co-operated fully in the exercise. (Given the Canadian Charter of Rights, women's groups should be able to encourage a similar co-operation from their own boards once a prima facie case for discrimination has been established.) Without those two actions by the Lethbridge board, we would have faced years of going to salary negotiations showing differentials with Statistics Canada data, meeting the three arguments described above, repeating our responses to those arguments and finally

taking the issue to arbitration, hoping each year to gain a couple of percent on Calgary and Alberta.

Lesson 5: Comparisons Must be Group, not Individual

Both ULFA and the board wanted the investigation to be, as it was, of the group. What we did not want was an attempt to determine the existence of differentials by individual. (This method, when used, goes by the name of "matched-pair" analysis.) There are extremely compelling reasons for preferring group comparisons to individual. Had the Lethbridge exercise been done with the matched-pair method, proper matches for each Lethbridge faculty member would have to have been found at both Calgary and Alberta. The choice of the matching pairs and the awarding of special salary increases, would have to have been negotiated for each individual on the Lethbridge faculty.

The task would have been immense, enormously costly in valuable faculty and administrative time, and, in the end, probably unsatisfactory to a large number of people. The Lethbridge exercise was simple, the remedy was determined implicitly by the definition of the problem, and, while not everybody was happy with his special salary award, the perceived inequities were class, rather than individual, in nature. Because the internal ordering of relative salaries was left unchanged, dissatisfaction expressed at the outcome of the exercise was actually dissatisfaction with the peer judgements that had led to that ordering.

Lesson 6: Group Problems Require Group Remedies

The only time during the entire 14 months that the Lethbridge exercise became rancorous was when the board and administration attempted to single out individuals as "less deserving" and to deny them special salary increases. When a comparison is statistical, both the focal group and the comparison group will contain some individuals whose performance is below a specified level; both groups will also contain individuals whose performance is above a specified level. Attempting to isolate "less-deserving" individuals in the focal group renders the initial comparison invalid.

The validity of statistical comparisons rests on the assumption that individual differences are averaged out over the group. To use an exercise based on statistical comparisons as a device to tailor policies to individuals is to commit a methodological blunder. I stress this point because experience in the United States suggests that association/unions who find salary differentials between men and women will be faced time and time again with the attempt to apply individual remedies. They must resist these attempts.

This article is the first of two parts. The second part will appear in the May issue.

Elitism, Egalitarianism and Excellence

by Michael McCrum

A Lansdowne Lecture, delivered by The Master, Corpus Christi College, Cambridge on 27 March 1985 at the Faculty of Education, University of Victoria.

The 20-page pamphlet is available from:
The Dean, Faculty of Education,
University of Victoria,
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School of Social Work

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Reagan takes aim at student aid

by E. Patrick McQuaid

The annual bout over higher education appropriations is not scheduled to begin first-round action until later this month, but reporters last month witnessed an impromptu exhibition match between representatives for the American Association of Community and Junior Colleges and an undersecretary of education on the sidewalk outside the Department of Education's Washington office building.

The budget proposal submitted by the Reagan government is perhaps the most pronounced fiscal statement to date reflecting a campaign philosophy that would sever federal ties to education, say administration critics.

The overall damage would come from a freeze in some accounts, sharp cuts in others and elimination of entire programs, many of which are administered in departments other than Education. Budgets proposed for Labor and Health & Human Services would greatly affect existing education programs, running from pre-Kindergarten through post-graduate school.

The most extensive cuts in the education budget are targeted at the nation's mixed bag of student aid for higher education. A proposed \$2 billion cutback in the Guaranteed Student Loan Program could actually materialize as a \$9 billion loss

to students because private financing is contingent upon federal spending.

The American Council on Education has issued a statement calling the Reagan budget "a triple whammy" for higher learning.

The federal loan program accounts for roughly 62 per cent of all college aid money. Reductions in incentive money that spur banks and other private financial institutions to loan money out to college students may work to pull banks out of the program, say analysts.

The second blow comes from a change in eligibility requirements, compounded by the precedent-setting Gramm-Rudman deficit-reduction measure, which would drop an estimated 1,186 million students from other financial aid programs, including those awarding direct grants to the needy.

The grants program suffers this year from a \$215 million shortfall and, under Gramm-Rudman, would lose an additional \$154 million if litigation challenging the deficit-reduction measure fails and cuts begin this month. Overall, the Education Department stands to lose \$687 million under Gramm-Rudman.

The final thumping would be an \$800 million reduction in the grants program for fiscal 1987 below the amount needed to fund a \$2,100 maximum award per student.

Some 816,000 students would not be eligible for an award. A restructuring of the supplemental grants and College Work-Study program would eliminate another 681,000 students.

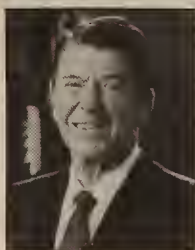
Last summer, a Council survey determined that 50 per cent of the college costs of low-income students are paid by their families. White, middle-class families foot at least 75 per cent of college bills.

In all, more than 3 million students face elimination or a reduction in their aid, under the proposed budget. An estimated 1.3 million students would lose their college aid money altogether. Those receiving private loans — the only alternative source of assistance — would have to carry a "significantly higher burden of debt," according to the American Council.

"If you cut off access to education, it's like eating your seed corn," said A. Dallas Martin, Jr., Executive Director of the National Association of Student Financial Aid Administrators.

"At some point, we all lose. You'll have more people who are unemployed, on public assistance, in prisons, in mental institutions. Believe me," he said, "it's cheaper with education."

The Reagan government is seeking a reduction of nearly \$2 billion — from \$7.9 billion in fiscal '86 to \$6.1 billion for



Reagan budget had news

fiscal 1987 — in combined student aid programs.

For the entire education budget, however, the White House has requested a drop from \$18.4 billion this year to \$15.2 billion in 1987. The budget plan includes a reduction in spending for vocational education programs by more than half — down from \$852 million in fiscal '86 to \$408 million in fiscal '87 — which cuts into programs at the secondary and post-secondary levels. From the Labor budget, Reagan would cut \$700 million from employment training programs aimed at jobless youth, age 16 through 21.

In January, US Education Secretary William Bennett announced that 1986 would see a new emphasis on the significance of early instruction. Many educators who first cheered the Secretary's clarion call have since had a look at the proposed budget and believe that "The Year of the Elementary School," as Bennett coined it, may exist only in his mind.

The National Education Agency estimates that, under the proposed budget, elementary and secondary schools would get only a 66-per cent return on every \$100 spent by the federal government. That represents a 40 per cent decline since 1980, the first year of the Reagan government, when for every \$100 spent, \$1.10 went towards those levels of schooling.

If adopted, says NEA President Mary Fulle, the Reagan budget "would close the book on the federal commitment to education reform. The proposed cuts would sabotage the education renaissance President Reagan lauded in his February 4th State of the Union Address."

E. Patrick McQuaid

South of the border



Un American activity

The same McCarthy-era technicality employed to bar Farley Mowat from touring the United States to promote his 26th book, *Sea of Slaughter*, is now being used to boot New York-born author Margaret Randall out of the country. Mowat's wrangle with the US Immigration and Naturalization Service lead overnight to his 27th book, *My Discovery of America*. Randall's case has become a rallying point for America's literary heavyweights who want the statute jettisoned post haste.

In each case, the government had dredged up the 1952 McCarran-Walter Act, which gives the INS considerable latitude in deciding who is a trouble-maker and suitable for ideological exclusion. The same has been used to deny visas to Charlie Chaplin, Graham Greene, Gabriel Garcia Marquez, Carlos Fuentes, and the Rev. Ian Paisley. The INS Lookout Book contains the names of 40,000 persons who might endanger national security — a one-time notable entry: Pierre Trudeau.

Randall relinquished citizenship

Mowat, it is speculated, made the list because he once fired a .22 rifle at an American B-52, which can fly at an altitude of several miles. Randall, now a women's studies professor at the University of New Mexico, relinquished her US citizenship in 1967 while living in Mexico. She admits now that surrendering her citizenship was a mistake, but at the time she had three children to support and Mexico would not permit her to work as an American. She holds a Mexican passport and has applied for permanent residency, the first step in regaining US citizenship.

The crux of the government's case is that Randall has peddled anti-Americanism in most of her 40-odd books, some published in Toronto. Her visits to Cuba and Nicaragua are cited as further evidence of subversive activity. PEN American Centre, the international writers organization, has fired back with a federal seeking relief for Randall and repeal of the McCarran-Walker Act. Co-authors of the suit include Norman Mailer, Kurt Vonnegut, Alice Walker, William Styron, Toni Morrison and Arthur Miller.

"In published writing and public speaking," reads the suit, "Randall seeks to give voice to the aspirations of women and minorities throughout the world, with particular emphasis on Latin American women. She is a strong advocate of women's rights, civil and political rights, and the rights of Latin Americans to sovereignty and self-determination, and she has criticized United States policy where it has failed to respect these rights."

Immigration and Nationality Act

In an entirely separate action, US Representative Barney Clark, a Massachusetts Democrat, has filed legislation to reform what is officially known as the Immigration and Nationality Act.

"There are currently 33 grounds for exclusion, some of which are quite sensible," says Clark. "Others, however, are either archaic, redundant, or out of step with this country's tradition of freedom of thought and expression. There are many cases in which this law is capriciously applied."

Of the many co-plaintiffs, I was able to reach Vonnegut by telephone.

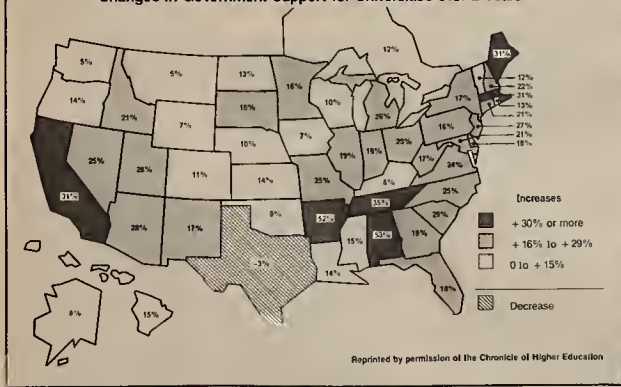
"I can see why the Soviet Union would be interested in doing that, but not the United States. We thought we were free," he said of the Randall case. "Part of our suit deals specifically with our rights being violated because we're not allowed to associate with her. We may or may not want to meet with Randall, but we want to be free to if we choose."

Clearly, the government's attempts to single out Margaret Randall as a threat to national security constitute the worst sort of unAmerican activity, regardless of her ideological views; Americans must ponder what represents more of a threat to their freedom and security: a professor who writes like a Soviet or an immigration official who acts like one.

April is the cruelest month

Canadians and other foreign academics at US colleges and universities may be in for whopping tax increases April 15th. The Internal Revenue Service is reportedly drafting new guidelines that would treat foreign nationals working in the US as non-residents, meaning they can no longer claim deductions for family members or capitalize on certain tax breaks granted to American citizens. The Treasury Department must publish the guidelines before the end of December if they are to effect the 1985 tax year, and insiders say the Department is so bogged down in paper work that they doubt the documents will be ready in time.

Changes in Government Support for Universities over 2 Years



IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

HEALTH AND CANADIAN SOCIETY: Sociological Perspectives, ed. by Coburn, D'Arcy, New, and Torrance. Fitzhenry & Whiteside, Don Mills, 1981. A sourcebook of recent Canadian papers for health-related fields on the relationship between social structure, health and the health-care system. The selections explore "...both the causes of some of the

psychological and physical ills besetting industrial man, as well as the broader social forces shaping and structuring the provision of health care." Sex differences, variations in class, occupational health and the political economy of health are among the areas covered. An extensive bibliography is included.

AWARDS FOR COMMONWEALTH UNIVERSITY ACADEMIC STAFF 1986-88. The Association of Commonwealth Universities, 1985. The 7th edition of a directory listing nearly 700 award schemes, primarily short-term opportunities such as fellowship, visiting professorships, travel grants and others, available to the staff of

universities in Commonwealth countries. Includes a 16-page section on Canada, listing 55 potential sources for financial aid.

THE COMING CRISIS OF WESTERN SOCIOLOGY. Alvin W. Gouldner, Basic Books, New York, 1970. "A crisis is emerging in sociology today, not merely because of larger changes in society, but because these changes are transforming the sociologist's home territory." An analysis of influences such as the Welfare State, the New Left and the social structure of academia. Chapters on theorist Talcott Parsons, Marxism and academic sociology are included. The author teaches at Washington University, St. Louis. **AGING IN CANADA:** Societal

Perspectives, ed. by Victor W. Marshall, Fitzhenry & Whiteside, Don Mills, 1980. A book of 26 articles, many of them prepared especially for this volume, on the social changes likely to occur as an increasingly large proportion of our population reaches an advanced age. "The aging of the population, and the way in which this affects males and females differently, has profound implications for family life, use of leisure time, the organization of work, planning of housing, and communities." Topics include: "The Meaning of Age and Aging"; "Aging and the Changing Family"; and "Needs and Services for an Aging Population." The editor teaches at the University of Toronto.

Universities must make their own case for public and government support, Toronto editor tells academics

by Kathryn Warden

Ms. Warden is on the Editorial Board of the *Toronto Star*. This is the text of her speech given at a CAUT conference on the politics of university research held in Toronto in November, 1985.

One of the ironies that I've encountered in covering higher education issues is this: University campuses are the place where communication takes place at probably the highest level in our society. Yet universities themselves have a massive communication problem with the rest of society when it comes to funding.

I don't doubt for an instant that Canadians generally support post-secondary education in this country and wouldn't like to see programs, facilities and funding cut back. But with the exception of B.C. where draconian funding policies have led to huge tuition hikes, I don't think most Canadians perceive that there's a funding crisis on the campuses. There's no widespread concern that students are getting a secondary education or that research is suffering.

That's despite recent government-commissioned studies such as the Bovey Commission report and the Johnson report which have clearly said the universities are chronically underfunded. In fact, if ordinary people think about universities at all, I think they think universities are getting about their fair share of the tax revenue pie — especially when compared with our needs for medical and social services, housing or even roads. When university faculty talk about "quality in jeopardy" or the "deteriorating infrastructure" of universities, I don't think ordinary people really know what you're talking about or what the implications of this are for Canada's future.

And what's worse, the politicians, by and large, reflect this ignorance, though they're fond of making high-sounding speeches about the value of universities in a civilized society. When it comes right down to it, few politicians realize the spending priority that universities must have if Canada is going to have jobs and continued prosperity. The plain fact is we're entering a new economic era in which countries will have to survive by their brain power, not just by their natural resources. Without highly trained people and new scientific knowledge from universities, we'll stagnate in the global economy. But that message just isn't getting through.

Instead of boosting higher education and research spending, the federal Tories are

stalling on the five-year plans of the research granting councils. Already, over the last four years, the universities' share of total R and D spending has dropped from 21 per cent to just over 16 per cent. And Finance Minister Michael Wilson has said he intends to cut \$2 billion a year by 1990 from transfer payments to the provinces. As you know, these transfers are intended for equalization payments, health and post-secondary education. But you can bet it's neither equalization payments nor medical services — which affect every family in the country — that's going to get short shrift. It's the universities and colleges that are politically vulnerable.

Obviously our politicians are not convinced that there's a problem. To them, universities are just another vested interest competing for scarce resources — and there's no strong pressure on them to think otherwise.

I put the blame for this directly at the doorstep of the universities. You have a duty to make the case for generous support for universities and to make it forcefully. You alone have access to the facts which justify increased government investment in higher education.

But in my experience, trying these facts loose isn't easy. In trying to research editorials urging more funding for universities, I've been astonished at how ill-prepared universities are to make their case. All too often, there's an implicit assumption that the need for more money is self-evident.

I'm not saying that you have to have horror stories to get attention — though a few cases of students suffocating in overcrowded classrooms or dilapidated buildings crashing in on board of governors' meetings wouldn't hurt! I'm just saying universities need to communicate their needs more clearly.

Let me give a few examples of what I mean. Not too long ago I called the research office of a major university in Ontario and asked them what important projects were not going to get done because of cutbacks in NSERC funding. Or what exactly they'd do if they got the new money they said was essential. You'd think I had just asked the most ridiculous question. Since universities were asking for this research money, wasn't it evident that it was needed?

They were so taken aback by the question that they didn't have a ready answer. Eventually they called back with the answer — the engineering department needed "an image analysis facility in support of an application in surface thermo-dynamics." What was that?, I asked. Well, the research officer didn't exactly know. When I finally got hold of the professors involved (no mean feat

— academic secretaries must all be hired from the Pentagon), it turned out that what they needed was a computer for doing sophisticated particle studies. This work could lead to better and cheaper ways of extracting oil from the tar sands. Or it could be helpful in figuring out how to use plastics in artery transplants. All of a sudden there was a way to make people care about the cutbacks in NSERC funding.

This sort of response is typical of what I have encountered, not just with scientific research funding but also with respect to social sciences and humanities research. I recall during the SSHRC funding crisis last year that I struck out with a few university deans before I could get examples of projects that our readers would say, "Yeah, the government should give those

Obviously our politicians are not convinced that there's a problem. To them, universities are just another vested interest competing for scarce resources — and there's no strong pressure on them to think otherwise. I put the blame for this directly at the doorstep of the universities.

researchers the money." Though the SSHRC office in Ottawa has lists of grant recipients, the people I talked to didn't seem to have a clear idea of what the projects really were or what public benefit might ultimately arise from them. Even when I called the researchers directly, they often seemed hard-pressed to put into plain English what they were trying to do, lest their colleagues accuse them of oversimplifying their research.

Once SSHRC officials told me they couldn't give examples of how funding cuts would affect research because it would be breaching confidentiality with the researchers to cite specific projects. Given that these people might not have research jobs AT ALL unless they can change the minds of politicians and the general public, the logic of this approach entirely escapes me.

My point is that if the university community has this much trouble making their case to someone who's predisposed to believe that universities are underfunded, it's no real surprise to me that they're having a hard time convincing the politicians.

I have no doubt that excellent and persuasive examples exist in virtually all departments and in all universities. When I've persevered and not been put off by people who always want journalists on daily newspapers to "call back next week", I've been able to get the examples I need. But my question to you is: Why aren't these examples

collected by individual universities and publicized at every opportunity — in briefs to politicians, in interviews with journalists, in letters-to-the-editor and in speeches to the public? Why aren't up-to-date and persuasive instances of underfunding kept on computer and made readily available from university spokesmen?

Instead of saying that important research isn't getting done because of so-called "infrastructure deficiencies", tell us that means the new immunology department at U of T lacks the staff and facilities to look into problems like AIDS, diabetes in children and organ rejection. Instead of lamenting inadequate book budgets, tell us that law students at U of T are having to go without books on American constitutional law that are vital to researching

Charter of Rights cases. Or that library budget cuts mean medical and other researchers have to wait six months to get books from the Roberts library that they need to stay on top of their fields.

Instead of talking vaguely about unmet overhead costs, tell us about the U of T dental faculty. It doesn't have the money to pay for the heat, light and electricity that are needed to do clinical trials on a recently-discovered varnish that destroys decay-causing bacteria — a varnish that has the potential to cut Ontario's \$500-million treatment bill in half. (Getting that example was itself like pulling teeth, let me tell you.)

In short, you've got to spell out what bad effects will ensue if we DON'T devote more tax dollars to higher education and research. Tell us that the fact the University of Toronto can only afford five robots in its engineering department means we're not going to be turning out engineers with a strong grounding in robots — something Canada needs to stay competitive in many new knowledge-based industries.

Make these kinds of fact-filled arguments to your MPs and MPPs. Remember that the Tories dropped their ill-conceived plans to axe the 1986 census as a result of a vigorous lobbying effort that included many of your colleagues. And don't overlook the fact faculty and students at Ontario's 16 universities make up a sizeable constituency of voters. It's encouraging to see

signs of some long overdue lobbying by university leaders. But generally I think the university community could be doing much more to raise the level of public debate about where we want Ontario and Canada to be by the year 2000 and the role of excellent universities in getting us there.

In my view, universities aren't the high profile problem solvers they should be. Even though there are many researchers doing outstanding work, the image of universities is that they're out of touch with today's problems. That perception poses a very real problem for universities. If universities are SEEN to be largely irrelevant and slow-reacting, they'll end up with less funding. And of course, they WILL become irrelevant. That's the danger. The Macdonald Commission, after criss-crossing the country, said it found the university sector "tended to deal less with how they could help Canadians adjust to a changing world than with how badly they needed more money."

Universities have got to be seen to be active and useful problem solvers in the community, not just giving advice long after it's needed. (That's a luxury reserved for editorial writers.) Right now the free trade question and the issue of equal pay for work of equal value are two controversial and complex instances where I think the university community with all its diverse expertise could be more actively spearheading public debate with well-advertised public forums.

I think it's appalling that there's been virtually no public discussion about the cuts in transfer payments which are being negotiated this month by federal and provincial representatives behind closed doors. I think university presidents should be demanding to know what guarantees there'll be to maintain the quality of our university system and accessibility to it. Is the Mulroney government planning to phase out a national presence in post-secondary education since the provinces insist it's their domain anyway and won't cooperate? What commitments will the Tories make to create centres of excellence? That's a public debate the university community should be leading.

Of course, the flip side of this coin is this: What are the universities themselves prepared to do given that the current climate of restraint is a reality? Are you prepared as faculty members to participate in discussions about diversification and specialization within the university system? The Macdonald Commission said it was "disappointed not to hear more creative ideas about its own future from a sector which must be at the creative forefront of society."

I propose to you that if you don't take action yourselves, change will be imposed upon

you in the infamous Bill Bennett style. Right-wing voices are already gaining attention in high places with talk about voucher systems as the way to most effectively determine where limited public funds should go. If you don't think that's the route to go — and I certainly don't — then you've got to come up with creative solutions of your own and be open to suggestions about improving administrative efficiency.

You've got to put behind you the attitude that academics shouldn'tully their hands with business. Scientists who can turn their ideas into products should be encouraged, not merely tolerated with thinly-veiled disdain. And you've got to look at creating interdisciplinary teams to advance research. You've heard the definition of the university as "a collection of scholars linked by a common heating system." In today's complex and interdependent world, narrow disciplinary boundaries may no longer develop the problem-oriented graduates society needs.

And finally, I think as faculty members you have to look critically at the experience you're giving students. Memories of that special professor who helped a student explore his or her potential persist for years. In the long run, it's that kind of personal contact that causes people to feel well disposed toward the university at times like the present when the university really needs their support.

À l'occasion du colloque de l'ACPU tenu en novembre sous le thème "La recherche universitaire: une affaire de politique", l'éditorialiste du Toronto Star, Kathryn Warden, a prononcé une allocution dans laquelle elle a accusé les universités de ne pas réussir à présenter leur cas efficacement au gouvernement et à la société en général pour obtenir des fonds. D'après elle, les universités ont un problème chronique de communication avec le reste de la société lorsqu'il est question de financement. Elle a appuyé son propos en donnant des exemples concrets tirés de son expérience de journaliste auprès des universitaires. Elle a soutenu que ces derniers doivent apprendre à présenter leurs doléances en termes simples et à donner des exemples concrets des répercussions du sous-financement sur la société canadienne afin de permettre aux gouvernements et à la population de comprendre clairement le problème. S'ils ne le font pas, si n'ont qu'eux à blâmer, a-t-elle déclaré.

Workshop explores programs to assist academic women

by Catharine Warren
Faculty of Continuing
Education
The University of Calgary

The CAUT Status of Women Committee says there was an excellent response to the one and a half day workshop on the status of women held in Calgary January 31.

The positive climate prevailing at the workshop, attended by 69 participants from across the country, was a reflection, in part, of the newly instituted "women's network".

The network is a listing of academic women in universities across Canada. The purpose of the network is to establish a two-way communication channel between the CAUT Status of Women Committee and women faculty from their respective universities.

The opening address was delivered by Claudia Wright, from the Manitoba Human Rights Commission. Ms Wright brought to the workshop her considerable experience as a faculty association president and faculty negotiator. Her presence throughout the workshop sharpened theoretical perspectives and aided the dialogue and discussion among participants. In her address, Ms Wright spoke of three areas of

concern in Manitoba: Programs for elimination of discrimination; Sexual Harassment; and Pay Equity.

With respect to programs, Ms Wright presented the case that only programs whose aim was to eradicate systemic discrimination could have any long-term value. Systemic discrimination refers to those patterns of behaviour which are a part of our cultural heritage. She noted that affirmative action (which is not reverse discrimination) is written into the charter.

Three special programs exist in Manitoba: equal opportunity programs, special measures programs and special programs (affirmative action programs).

Systemic discrimination

The first two programs, because they address injustices on an individual case basis, while improving the injustice for the individual, do little to address the continuing systemic causes and do not ensure a change to prevent future cases of discrimination from occurring. For example, equal opportunity programs assume that all persons come to the program with equal opportunities for success; they thus support the status quo and do little toward eradicating the causes of discrimination. Special

measures programs, such as admission programs which hold a certain number of places for women, while allowing more individual women into a specific program, again do not address the underlying systemic discrimination. Only special (affirmative action) programs can get at systemic discrimination.

Characteristics of this third type of program are: clearly defined goals and targets; careful evaluation procedures; and a termination date. Such programs presently underway in Manitoba were described.

With respect to sexual harassment, Wright noted its clearly systemic nature. Her advice to men unsure about what constitutes sexually harassing behaviour and how women should be treated is: if it is unwelcome and unwanted, don't do it! Two types of behaviour have been identified by the Manitoba Human Rights Commission as chargeable: unwanted, unwelcome behaviour which is repeated, and unwanted, unwelcome behaviour which is done once by a person in a position to confer job benefits. Wright noted that legislation was in place in Manitoba to charge not only the harasser but in some cases the employer as well.

The proposed Manitoba

legislation for pay equity was outlined by Ms Wright. Pay equity refers to equality of pay for work of equal value. Thus it differs from equal pay for equal work. With the latter, the same pay is required for the same or substantially the same job; with the former, pay equity allows comparisons to be made between different kinds of jobs being done for the same employer. The former is seen as necessary to reduce the systemic wage gap between men and women.

Salary discrimination

The subject of academic salary discrimination was addressed by Jeremiah Allen, a labor economist from The University of Lethbridge. In 1983, the Economic Benefits Committee of CAUT received a request from the CAUT Status of Women Committee to prepare a manual for determining whether, and how much, discrimination against women occurs in Canadian university salaries. Prof. Allen prepared such a manual which is referred to as the *Manual for Determination of Academic Discrimination Against Women*. The procedure recommended is multiple regression analysis of men's and women's salaries in departments, divisions, or faculties of specific universities. Experienced in faculty



negotiation, Prof. Allen advocates his method as one in which the initial analysis can form a negotiating position, an analysis which measures salary discrimination against women in a relatively simple, but usually adequate fashion.

Prof. Allen explained why the matched pair studies done in the past are inadequate. He noted also the fallacy in attempting to compare mean salary by rank as an attempt to explain seniority differences. This actually introduces another means of discrimination as a way of explaining the original. If universities discriminate against women in salaries, then it is likely that they

discriminate in rate of promotion too; the same administrative unit makes both decisions. He noted that complex discrimination patterns occur because women have different career entry points from men.

Parental leaves

On the second day, the morning session was begun with an address and discussion on the topic of parental leaves. Jane Gordon, a sociologist from Mt. St. Vincent, gave the initial presentation. Prof. Gordon began her address by attempting to dispel two modern myths: first, the idea

See WORKSHOP/10

Le colloque examine le statut de la femme professeur

par Catharine Warren
Faculté de l'éducation
permanente
Université de Calgary

Selon le Comité du statut de la femme, le colloque d'un jour et demi sur la condition féminine tenu à Calgary le 31 janvier a suscité une excellente réaction.

Le climat positif qui a régné au colloque, auquel ont participé 69 personnes de tout le pays, a été en partie le reflet du "réseau des femmes" récemment institué.

Le réseau se compose de femmes professeurs des universités du Canada. Il a pour but d'établir une communication bilatérale entre le Comité du statut de la femme de l'ACPU et les femmes professeurs à partir de leurs universités respectives.

Le discours d'ouverture a été prononcé par Claudia Wright, de la Commission des droits de la personne du Manitoba. Mad. Wright a apporté au colloque sa grande expérience en tant que présidente d'association de professeurs et de négociatrice pour les professeurs. Sa présence tout au long du colloque a affûté les vues théoriques et a facilité le dialogue et la discussion entre les personnes présentes. Dans son discours, elle a traité de trois questions qui intéressent le Manitoba: les programmes

servant à éliminer la discrimination; le harcèlement sexuel; et l'égalité salariale.

En ce qui concerne les programmes, elle a fait valoir que seuls les programmes destinés à supprimer la discrimination systémique pouvaient être valables à long terme. Cette discrimination s'entend des modes de comportement qui font partie de notre héritage culturel. Elle a dit que l'action positive (qui n'est pas de la discrimination inverse) est inscrite dans la charte.

Il existe trois programmes spéciaux au Manitoba: les programmes d'égalité des chances; les programmes de mesures spéciales et les programmes spéciaux (programmes d'action positive). Parce qu'ils s'attaquent à des injustices sur une base individuelle, les deux premiers genres de programmes, tout en améliorant la situation des femmes visées, ne font pas grand-chose pour supprimer les causes systémiques continues et n'assurent pas un changement destiné à empêcher d'éventuels cas de discrimination.

Les programmes d'égalité des chances, par exemple, supposent que toutes les femmes y viennent avec d'égales possibilités de succès; ils soutiennent donc ainsi le statu quo et n'aident guère à supprimer la cause de la discrimination. Les programmes de mesures spéciales, tels

que les programmes d'admission qui réservent un certain nombre de places aux femmes, ne s'attaquent pas non plus, tout en permettant à plus de femmes de profiter d'un programme particulier, à la discrimination systémique foncière.

Seuls les programmes spéciaux (action positive) peuvent s'en prendre à la discrimination systémique. Des objectifs et des cibles clairement définis, une procédure d'évaluation minutieuse et une date de fin de programme caractérisent ce troisième genre de programmes. Mad. Wright a décrit pareils programmes actuellement en cours au Manitoba. Au sujet du harcèlement sexuel, Mad. Wright a dit qu'il était clairement de nature systémique. Aux hommes qui ne savent pas trop ce qui constitue un acte de harcèlement sexuel et comment il faut traiter les femmes, elle leur a donné l'avis suivant: s'abstenir si c'est importun et non désiré. La Commission des droits de la personne du Manitoba considère comme accusables deux genres de comportement: le comportement importun et non désiré qui est répété et le comportement importun et non désiré adopté une fois par une personne en mesure d'assurer des avantages au travail. Mad. Wright a signalé que la loi manitobaine permet d'accuser

non seulement le coupable, mais aussi l'employeur dans certains cas.

Mad. Wright a expliqué le projet de loi du Manitoba au sujet de l'égalité salariale. Il s'agit de l'égalité de rémunération pour du travail d'égale valeur. Elle diffère donc de la rémunération égale pour du travail égal. Dans ce dernier cas, la même rémunération est requise pour le même ou substantiellement le même emploi; dans le cas précédent, l'égalité salariale permet de faire des comparaisons entre différents genres de tâches accomplies pour le même employeur. La première égalité est jugée nécessaire pour réduire l'écart systémique en matière de salaires entre hommes et femmes.

Jeremiah Allen, économiste du travail de l'Université de Lethbridge, a traité la question de la discrimination salariale des universitaires. En 1983, le Comité du statut de la femme de l'ACPU a demandé au Comité des avantages économiques de l'ACPU de rédiger un guide permettant de déterminer s'il y a et dans quelle mesure il y a de la discrimination à l'endroit des femmes dans les salaires universitaires au Canada. Le Prof. Allen a rédigé ce guide intitulé *Guide servant à déterminer s'il y a discrimination à l'endroit des femmes dans les universités*. La procédure recommandée consiste à



analyser la régression multiple des salaires des hommes et des femmes des départements, des divisions ou des facultés d'universités particulières. Le Prof. Allen, spécialiste dans les négociations de professeurs, préconise sa méthode comme étant une méthode dans laquelle l'analyse initiale peut constituer une position de négociation, soit une analyse qui mesure la discrimination à l'endroit des femmes en matière de salaires d'une façon relativement simple, mais d'ordinaire adéquate.

Le Prof. Allen a expliqué pourquoi les études à l'aide de paires appariées pratiquées dans le passé sont insuffisantes. Il a ajouté qu'il était faux de chercher à comparer le salaire médian par rang pour expliquer les différences

d'ancienneté. On se trouve à recourir à un autre moyen de discrimination pour expliquer la première. Si les universités exercent une discrimination envers les femmes en matière de salaires, elles le font probablement aussi dans le cas des promotions; c'est la même entité administrative qui décide dans les deux cas. Il a dit qu'il existait des régimes de discrimination complexes parce que les femmes commencent leur carrière à des moments différents de ceux des hommes.

Le second jour, la séance de la matinée a commencé par un discours et une discussion sur la question des congés parentaux. Jane Gordon, sociologue à Mt. St. Vincent,

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NOTICEBOARD Tableaux d'annonces

INTERNATIONAL EDUCATION

GAZINE, the bilingual, bimonthly publication of the Canadian Bureau for International Education (CBIE), invites articles based on research in the area of international education. The CBIE is a non-profit organization that provides information and resources for international education programs for foreign business and governments, including policy studies, statistical data, and opinion surveys and analyses. Descriptions of new programs for foreign students in Canada and Canadian abroad, and opinion pieces pertaining to international education are also welcome. CBIE reserves the right to edit or return material. Contact: Jennifer Humphries, Editor, CBIE, 65 Albert Street, Suite 1000, Ottawa, Ontario, K1P 6A4 (613) 237-4820.

L'UNIVERSITÉ DES MONDIALES

Le 22 avril au 4 mai, 1986, un colloque international sur le thème: Le pluriethnisme linguistique dans la société québécoise. Les travaux porteront en particulier sur les situations géo-politiques de pluriethnisme (linguistique, ethnique, mozarbe, Sicile de Frédéric II, société québécoise pluriethnique), les rapports entre le latin et les langues vernaculaires (dans les protestations, la vie culturelle, les milieux internationaux de la culture), les rapports entre langues nationales, langues littéraires et langues populaires, sur les groupes particuliers (communautés juives, marchandes, religieuses, missionnaires). Le programme du colloque comporte une cinquantaine de conférences, des communications, et laisse un espace important à la discussion. Parmi les très nombreux participants du Canada et de l'étranger, signataires Gilles Gosselin (Yale), Pierre Cockshaw (Université), Gilbert Gagnon (Collège de France), Genevieve Hasenroth (RHT, Paris), Jacques Le Goff (Paris), Patrick Demund (Lawry), Serge Lusignea (Montréal), Brian Merleux (Montréal), Jacques Monette (Paris), Nicole Orlowski (Montréal), Elizabeth Schulze-Busek (Montréal), Robert A. Taylor (Toronto), Philippe Verdier (Rhode Island), Owe Wiersma (La Haye), Paul Zureth (Montréal). Pour informations et inscriptions, s'adresser à Prof. Pierre Boglietti, Institut d'études multilingues, Université de Montréal, C.P. 6126, Succ. Montréal, H3C 3J7.

CERTIFIED GENERAL ACCOUNTANTS

WILL MEET AT DUBUQUE CITY. The Certified General Accountants' Association of Canada (CGA-Canada) will hold its 1986 Annual Conference, September 16-20 at the Hotel Hilton International, Dubuque City. The \$2,000-strong association of professional accountants celebrates the provincial and territorial CGA associations which hold their own annual conferences at which times throughout the year. Designed to be the three "Provinces, today and tomorrow" The CGA-Canada 1986 Annual Conference will present a full program of technical sessions supported by guest speakers representing the profession and the public, and the economic sectors it serves. For more information contact: Len Webster, Director of Public Affairs, CGA-Canada, 274-1176 West Georgia St., Vancouver, B.C. V6E 4A2; (604) 669-3555.

COLLOQUE EN ETHIQUE DU 29 au 31

octobre 1986, à Rimouski, le Groupe de recherche ETHOS tiendra un colloque consacré au thème suivant: L'ETHIQUE A VENIR: UNE QUESTION DE SAGESSE? UNE QUESTION D'EXPERTISE? Ce colloque, regroupant praticiens et chercheurs, a pour objectif de traiter des questions suivantes: la production d'ethique, de quelle façon qu'elle s'inscrit, devient-elle le fait de spécialistes ou s'inscrit-elle sous le mode de l'expertise? Propositions:

1. L'ETHIQUE ET LA SAGESSE: UNE QUESTION D'EXPERTISE? Ce colloque, regroupant praticiens et chercheurs, a pour objectif de traiter des questions suivantes: la production d'ethique, de quelle façon qu'elle s'inscrit, devient-elle le fait de spécialistes ou s'inscrit-elle sous le mode de l'expertise? Propositions:

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a fait l'exposé initial. Le Pr Gordon a amorcé son exposé en essayant de dissiper deux mythes modernes: premièrement, l'idée que le congrès parental de 17 semaines offre une bonne occasion à la femme professeur de se rattacher dans ses travaux universitaires; deuxièmement, l'idée que l'obstétrique moderne rend l'accouchement facile aux femmes. A son avis, la présence de ces mythes la porte à penser que le Conseil de l'ACPU se préoccupe plus des congés parentaux que de l'action positive.

Au cours de la discussion, il a été dit qu'il fallait probablement réviser la politique actuelle de l'ACPU, soit l'Énoncé de principes sur les congés parentaux. Il faut réexaminer l'emploi des expressions "congé de maternité" et "congé de paternité" dans l'énoncé de principes. Il est dit que les expressions "congé d'accouchement" et "congé de soin d'enfant" vaudraient mieux que les expressions actuelles. Le congé d'accouchement se limiterait nécessairement aux femmes à titre de temps destiné à leur permettre de se remettre physiquement des rigueurs de l'accouchement. Cependant, le congé de soin d'enfant ne se rattache pas au sexe et pourrait com-

porter un congé pour l'un ou l'autre des sexes ou pour les deux.

L'action positive dans les universités est une question qu'a traitée une équipe composée de Don Savage, secrétaire général de l'ACPU, de Denis Smith, de l'Université de Western Ontario, et de Susan Jackel, de l'Université de l'Alberta.

M. Savage a expliqué la position de l'ACPU sur l'action positive destinée à améliorer la condition féminine. Se fondant sur l'avis du juge Rosalie Abella selon lequel la discrimination systémique exige des remèdes systémiques, le Comité des négociations collectives de l'ACPU est en train de réunir un ensemble général de remèdes qui serait un point très important à l'ordre du jour des négociations. La fait est que l'importance d'une terminologie contractuelle, dans le cas de violation, les tribunaux pourraient être saisis. L'inclusion dans cet ensemble de la procédure de nomination est à noter parce qu'elle constitue une innovation radicale sur les ensembles négociés dans le passé.

M. Smith, doyen de la Faculté des sciences sociales à Western Ontario, a présidé le Rapport de 1984 du Comité du Sénat chargé d'examiner la politique et les procédures de Western Ontario en matière de nomination, de promotion et

de permanence. Par suite du rapport, le conseil d'administration a recommandé d'engager des femmes. Selon la proposition principale, il fallait ajouter 25 nouveaux postes (nominations d'initiative spéciale) à l'effectif de base, l'argent devant venir d'un fonds central, et "emprunter" des postes vacants à l'extérieur. M. Smith a insisté sur l'importance d'avoir une source de fonds où puiser aux fins du programme.

Susan Jackel, présidente du Comité consultatif présidant pour les femmes à l'Université d'Alberta a dit que l'action affirmative n'était plus illégale en Alberta, grâce à la nouvelle constitution. La visite de Rosalie Abella à l'Université l'automne dernier a eu un gros impact. Le Programme de promotion de professeurs en a été un résultat visible. L'inclusion des départements à mieux équilibrer leur personnel en engageant des femmes si le rapport femmes-hommes est inférieur à 25/75. Un modeste fonds a été mis de côté aux fins du programme. A l'heure actuelle, le nombre de candidates est inconnu. Outre ce programme, le président doit nommer pour un mandat de cinq à sept ans un conseiller-coordonnateur de l'égalité afin de mettre à exécution le plan d'égalité d'emploi des pro-

fesseurs et du personnel de soutien.

Le discours du déjeuner du samedi, "Les femmes dans les universités", a été prononcé par Chaviva Hosek, présidente du Comité d'action nationale de la condition féminine et actuellement en congé de l'Université de Toronto. Elle a amorcé ses propos en disant que l'optique actuelle du Comité se fondait sur le sentiment qu'il était plus facile de lutter contre le gouvernement du Canada que contre les universités!

Après un rappel historique de la question des femmes et des universités et des raisons institutionnalisées de la discrimination à l'endroit des femmes, Mad. Hosek a exposé les besoins actuels des étudiants: l'accès de toutes les femmes à tous les enseignements; les études à temps partiel; les possibilités pour les femmes; la surveillance du progrès des étudiantes diplômées du début à la fin des études; des services de placement professionnel pour les femmes; plus d'argent pour les femmes dans les sports; des services de conseil plus étendus.

Au cours de la discussion, elle a dit qu'il y a avait beaucoup de femmes qui estimaient n'avoir jamais subi de discrimination, mais que, de la façon dont le monde allait, ça viendrait bien.

THE ASSOCIATION OF CANADIAN FACULTIES OF DENTISTRY/ASSOCIATION DES FACULTÉS DENTAIRES DU CANADA

will announce the AGFACDOR XIV BIENNIAL CONFERENCE ON DENTAL EDUCATION. Registration will be held June 7-13, 1986 at the NOTWASAGINA INN, Alliston, Ontario. For further information contact: Mrs. Stella M. Taylor, Administrative Assistant, The Association of Canadian Faculties of Dentistry, 2509 Dentistry Pharmacy Building, University of Alberta, Edmonton, Alberta T6G 2G6; Tel: (403) 463-8371.

WOMEN AND EDUCATION

CONFERENCE: 12-14, 1986, University of British Columbia, Vancouver, British Columbia. The Faculty of Education at the University of British Columbia will host a conference on Women and Education from June 12-14, 1986. Researchers from education, sociology, history, psychology and economics will address the issue of gender inequality in education. The focus is on the situation in Canada, but an international group of experts will be present. The conference is limited to fifty people to provide an opportunity for participants to exchange ideas and generate discussion. Registration is \$50.00 (includes two lunches), \$40.00 for students/unemployed. For further information contact: Ann Hamman, Faculty of Education, University of British Columbia, Vancouver, B.C. V6T 1Z5. Phone: (604) 226-2156; or 226-6266.

THE INSTITUTE OF INTERGOVERNMENTAL RELATIONS AT QUEEN'S UNIVERSITY

is announcing the publication of *Managing The Interface: International Relations Agencies in Canada*, by Bruce G. Pollard, research fellow. The book is a survey of government agencies and departments that are involved in international relations. It provides an analysis of their functions and powers, and an assessment of the relationships between governments and on federal-provincial relations in Canada. It includes profiles of international agencies in the federal, provincial and territorial governments. Available for \$12.00. To order, write: Publications Coordinator, Institute of Intergovernmental Relations, Queen's University, Kingston, Ontario, K7L 3N6.

THE NATURAL ALIEN: Humankind And Environment

Nell Evernden, University of Toronto Press, 1985. Despite the various successes of the environmental movement, Evernden suggests its real achievements have been limited and may be relatively impotent against the dominance of economic policies in western industrial societies. Our only hope, he argues, may be in achieving a new understanding of our relationship to the environment based on such thinkers as Merleau-Ponty and Heidegger. "Instead of accepting beliefs that trivialize the experience of living and accept the reality of a valueless world, the environmentalist is urged to attest to his own experience of a meaningful, valuable, colourful world. Environmentalism, like Romanticism before it, is a movement on behalf of value." The author teaches at York University.

WORKSHOP 9

that 17 weeks parental leave was a good opportunity for a woman academic "to catch up" on academic work; secondly, that modern obstetrics makes childbirth easy for women. She felt the presence of such myths underlay her perception that the CAUT Council was more worried about parental leaves than positive action.

During the discussion, it was noted that probably the present CAUT policy, *Guidelines on Parental Leaves*, needs revision. The use of the terms "maternity leave" and "paternity leave" in the policy need to be re-examined. It was suggested that the use of the terms "leave for child-birth" and "leave for child-caring" would be an improvement over the present set of terms. Leave for child-birth would necessarily be restricted to women as a recovery for women to physically recover from the rigors of child-birth. However, leave for child-caring is not gender related and could involve leave for either or both genders.

"Positive action in the university" was a topic addressed by a panel consisting of Don Savage, Executive Secretary of CAUT, Denis Smith, University of Western Ontario and Susan Jackel, University of Alberta.

Dr. Savage outlined the CAUT position on Positive Action to improve the Status of Women. Based upon Judge Rosalie Abella's view that systemic discrimination requires systemic remedies, the CAUT Collective Bargaining

Committee is working to assemble a general package of remedies which would be high on the bargaining agenda. He noted the importance of contractual language which, if violated, can be taken to court. The inclusion in this package of appointment procedures is to be noted as its inclusion is a radical departure from past negotiating packages.

Denis Smith, Dean of the Faculty of Social Science at Western Ontario, chaired the 1984 Report of the *ad hoc Senate Committee to Review Appointments, Promotion & Tenure Policy & Procedures at Western Ontario*. As a result of the report, pressure came from the Board to hire women. The main proposal was to add 25 new positions (special initiative appointments) to the base complement, with the money coming from a central pool as well as "borrowing" positions vacated up to 1995. To date seven appointments have been made which would not otherwise have been made. Dean Smith stressed the importance of having a source of money to tap for this program.

Susan Jackel, chairperson of the President's Advisory Committee on Women at the University of Alberta noted that affirmative action is no longer illegal in Alberta with the new Constitution. The visit of Rosalie Abella to the campus last fall had considerable impact. A visible consequence was the Faculty Enhancement Program, an incentive program for departments to better balance their numbers by hiring women if the ratio of women to men is

less than 25/75. A modest pool of money has been set aside for this program. At present, the number of applicants is unknown. In addition to this program, an Equity Consultant/Co-ordinator is to be appointed by the President for five to seven years to implement an employment equity plan for faculty and support staff.

The Saturday luncheon address, "Women in Universities", was delivered by Chaviva Hosek, President of the National Action Committee on the Status of Women (NAC) and presently on leave from The University of Toronto. She opened her remarks by saying that her present NAC focus was based upon a perception that it was easier to take on the government of Canada than the universities!

Following a historical look at women and universities, and the institutionalized reasons for discriminating against women, Ms. Hosek outlined the present day needs of women students: access to all programs for all women, part-time studies, non-traditional educational opportunities for women, the monitoring of the progress of female students from entry to graduation, career placement services for women, more money for women in sports, and expanded counselling services.

During the discussion she noted, "There are many women who feel they have never been discriminated against — but the way the world works, all they have to do is wait!"

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BRANDON UNIVERSITY.....1

deliberately to provoke her audience and asked them for nothing less than fresh responses to age-old problems.

Challenging prairie audiences is practically a personal custom of Heather Robertson's. Her ability to develop a fresh approach to traditional situations burst into the public consciousness in 1970 with the publication of her first book, *Reservations Are For Indians*, a searching look at Canada's uneasy relations with her indigenous people. Even more publicity was generated in 1974 with the publication of *Grass Roots*. This is a study of prairie farm and small-town social practices. Ms. Robertson visited a number of rural settings in her role as journalist, then drew conclusions which many prairie residents viewed as unflattering.

Eleven years later, as she proved at Brandon University, she is still issuing challenges. For the symposium audience, she drew a series of word pictures: the campus as physically separated from its home community by its distinctive ap-

pearance; the students as members of a financial elite who can afford not to work; faculty and students as the inmates of a cloister.

When she views the campus through the eyes of the ratepayers, Ms. Robertson finds what she sees as a "crisis of confidence". The rapid pace of social change has brought a major change to post-secondary education and those who pursue it. Where once the coveted university degree was the certain route to financial security and success, this is not now the case. At a time when the public is chafing under heavier tax burdens, campus-dwellers can no longer feel secure in their belief that public money will be available each year in ever-increasing amounts.

Ms. Robertson wonders why more universities don't concern themselves with "public presence", in order that the community-at-large might learn more about how its taxes are being spent. She salutes BU for winning national publicity with its music school and its basketball teams. She believes that other answers to beneficial publi-

ty lie in events like the "open house," and through publishing, although she decries much current academic writing, some of which she describes as a "half-baked cow pie of research masquerading as scholarship."

Prior to her visit to the Brandon campus, she studied the available literature, and found herself bemused by the frequent references to "community service", which by her interpretation is a most unfortunate term, one which generally means social services provided to avoid a term in prison.

Ms. Robertson, who holds degrees from Manitoba and Columbia, and is a regular visitor to Canadian universities, displayed her knowledge of academic issues by touching on them in a series of open-ended questions. Who is to be left out? Is there a star system for faculty? Is there any real emphasis on research? Is it to be pure or applied? What are the goals for the next 10 years? The next 20?

From her personal observations, Ms. Robertson insists that the increasing difficulty in balancing the books has resulted in the faculty losing prestige and position to the administration, which now has more power due to the impending financial crisis. To her this is a critical matter; she believes it is the academics who will protect freedom of speech and thought, who will provide the "ferment" which leads to social change, and to the development of new ideas. She stated with vigor her belief that it is only the faculty which will develop new ideas for labor studies, native studies, social history, and peace research.

There were three respondents to the Robertson challenge, led by Dr. Don Theall, president of Trent University.

Dr. Theall picked up on a Robertson comment about the crisis of confidence, and said that it indeed existed, and that he knew why; the universities had failed to communicate the value of learning to the larger

society. Part of the blame he apportioned to the institutions, and the remainder he gave to the media who, he said, do not always provide an accurate reflection of what happens on each campus. He believes that one of the particular benefits of the small campus is that its economic benefits to the community are more easily recognized and it is much easier for campus residents to have a healthy "interchange" with the public.

The Vice-president for Research at the University of Manitoba, Dr. Marion Vaisey-Genser, began her response with a question: to what extent should the campus react to influences presented by the community at large? She sees the two bodies as quite apart from each other, for on the campus you have an elite corps of professors teaching students who should be the elite of the community's young people. As a researcher, she emphasized the need for professors to "deepen and enrich" their education through research. Her advice to the Brandon campus: look for local richness and become excellent in those areas.

A third respondent was representative of the broader community. Mr. Reg Forbes, for 30 years an agricultural extension worker and now Brandon's Industrial Commissioner, stressed the need for the campus-dwellers to remember the "real world" outside the gates. He took the position that, because the source of funds was mainly public, the campus must have strong links with the community. It is his belief that such links can be maintained without any peril to academic freedom.

The Forbes contention — that there is a "real world" outside the ivied halls — served later in the day as the basis for a number of comments by other speakers who took issue with this reference. Also giving rise to further discussion was the Forbes belief that a small campus, like Brandon's, set in a farming area, should encourage the development of

an institute which would conduct research into the affairs of rural society.

Following a lunch break the audience selected one of three panels for purposes of open discussion. Their topics were: "curriculum and education," "research," and "community service."

Curriculum and education

Charting a new course for a university now under new leadership is a serious affair, as were most of the discussions. One notable exception occurred in the panel discussion dealing with curriculum and education.

In a strong display of personality, Dr. Wayne Bowman said his participation would be offered in a non-traditional manner. Stating that he didn't "care" to "rise to the occasion," he spoke from his seat behind the chairman. As well, he spoke from no prepared text. He said that as a professor of music he would much prefer to improvise, to create an extemporaneous argument on the basis of what had gone before.

Dr. Bowman's display of independence won him two rounds of applause, one for his opening declaration, one for his brief and pointed offering.

He said the discussion was too general, quite lacking in specifics. He provided his own example of a curriculum as being, "no less than the sum of the experiences in which students are involved as a result of participating in the curriculum." By this definition he felt that the discussion should focus on both the "kind and quality" of such experiences.

"People learn to do what they do — and little else," is the way he described the learning process. He won approval from the audience for stating his belief that there is a variety of curricula. He says there is the official one as described in the calendar; there is the one that is taught; and, finally, there is the one



President John Mallea

that is learned.

Those Bowman beliefs brought a witty response from historian Jim Skinner. Dr. Skinner wondered why so little discussion was directed to the practices and techniques of teaching. He felt that some faculty members might spend their entire careers standing in front of the class, "droning away in a monotone," as if there were no modern teaching aids which would help to make the subject more interesting.

A different type of perspective was brought to this session by Beverly Peters, a member of the Board of Governors, once a university drop-out "who dropped right back in again." After a break from campus studies, during which time she graduated in nursing and practiced her profession for 13 years, Ms. Peters returned to the classroom with a much different outlook. She admitted that she finds herself troubled by questions for which answers are not evident.

What should the board of governors provide for leadership in subjects like teaching and curriculum? Is there a special role for a small university? What are the criteria for academic research?

She emphasized the point that some major groups are left out of research priorities, notably the role of women in society. She reminded the audience that women generally

See BRANDON/12

Une occasion unique s'est présentée aux nombreux groupes de la collectivité desservie par l'Université de Brandon lors d'un symposium d'une journée, sur le thème "Challenges facing a small undergraduate university", qui s'y est tenu. Les participants ont pu y échanger franchement leurs points de vue. Dès le début, la conférencière Heather Robertson, écrivaine, a défilé les participants en les invitant à fournir des solutions novatrices aux problèmes auxquels font face les petites universités. En revanche, les allocations et les discussions qui ont suivi, ont renvoyé la balle dans le camp de l'univer-

sité. Une gamme de sujets ont été abordés, notamment les communications et les relations avec la population, le programme d'études et l'enseignement ainsi que la recherche. De ces thèmes généraux, se détachaient des questions particulières à l'expérience de l'Université de Brandon, entre autres, les études autochtones et la vie rurale. Un appel à une plus grande collaboration avec la collectivité et à une meilleure réponse à ses besoins revenait souvent dans les conversations. De l'avis général, le symposium a contribué à améliorer les relations avec la collectivité.



The University of Manitoba
Faculty of Dentistry

Head Department of Preventive Dental Science

Applications are invited for a five (5) year, renewable, tenure stream appointment as Head of the Department of Preventive Dental Science. The department encompasses undergraduate Orthodontics, Pedodontics, Dental Public Health and a graduate program in Orthodontics.

The applicant must have proven research experience and be able to demonstrate academic excellence in the basic and clinical sciences relevant to the department. Preference will be given to an individual with administrative experience, leadership qualities and the ability to integrate the basic sciences with clinical dentistry. Salary and academic rank commensurate with qualifications and experience.

Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

The appointment is to take effect July 1, 1986, or as soon as possible thereafter.

Enquiries, curriculum vitae and the names of three referees, should be submitted prior to May 31, 1986 to: Deen A. Schwartz, Faculty of Dentistry, University of Manitoba, 780 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3.



FACULTY OF EDUCATION UNIVERSITY OF NEW BRUNSWICK FREDERICTON, N.B. E3B 6E3

Division of Curriculum and Instruction invites applications for teaching Summer Session, English/Language Arts, 1986:

- July 7-25
 - EDCI 5373 Reading and the Child With Special Needs, 3ch
 - EDCI 5254 Children's Literature in the Classroom, 3ch

- July 28-August 17
 - EDCI 5153 Computers in English Language Arts Educators, 3ch

- July 7-August 17
 - EDCI 6218 Evaluation in English Language Arts, 3ch

The stipend is \$2,300 per each 3 credit hour course. Some travel allowance is available.

Inquiries should be made to Professor George T. Haley, by letter or telephone (506) 453-5504.



The University of Manitoba
Department of
Animal Science

ASSISTANT PROFESSOR

Applications are invited for a one year term appointment, with possible extension for two further terms, in the area of animal quantitative genetics. Appointment will be at the Assistant Professor level and will take effect July 1, 1986 or as soon thereafter as possible. The 1985-86 salary floor for Assistant Professor is \$27,643.

The successful candidate will have a Ph.D. in animal quantitative genetics and will be expected to teach at both the undergraduate and graduate level and maintain current research projects with swine and sheep. There will also be opportunity for independent research with swine or laboratory animals. A visiting Professorship will be considered at a salary commensurate with experience and qualifications. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae and the names of three referees should be sent to: Dr. R.J. Parker, Acting Head, Department of Animal Science, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Deadline for applications is May 15, 1986 or when position filled.

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had been ignored by early historians.

Brandon's Superintendent of Education, Les Milne, picked up on an earlier reference to economics by stressing that, "it takes as much money to pay a bad teacher as a good one." Student Brian Smith asked the audience to consider the instructor-student relationship. He said that students should challenge and question both policies and course content, for in this way, innovation would be encouraged.

Community service

Reg Forbes had an opportunity that afternoon to ex-

pand upon his earlier comments as lead-off speaker on the community service panel. He reiterated his major premise; by paying attention to the home community, the university demonstrates at least some of its value and benefits to the area in which it is located. He repeated an earlier comment that Brandon University is better known outside southwestern Manitoba than it is in Brandon itself.

Mr. Forbes emphasized that the Brandon campus is in serious need of a concentrated public relations program. He said that the work done by Dr. Ken Coates in exhibition history, Dr. Lily Walker's

work on stress in the farm household, and Dr. Erasmus Monu's studies of the rural communities were excellent examples of what can be done, but they still were not sufficient to offset entirely a public perception that the campus is a "hot-bed of extreme socialism." He feared that, without active support from the voting public, someday the rate-payers would question Manitoba's need for three degree-granting institutions.

A prominent Brandon labor and civic leader, Ald. Ross Martin, supported the Forbes opinions and admitted that the campus had a problem with "community perception." He worried about the long-term result when Brandon U. is better known in distant parts than it is at home. He emphasized the need for the campus to be a reflector of social needs and felt this could be met by placing more emphasis on education which explained to the students the role of organized labor in modern society. He also said that faculty members of the Brandon campus could be doing more research on such social issues as day-care and services to senior citizens.

It was a representative of another campus which brought out the need for an evaluation of Brandon's programs for native students.

Native studies

Ms. Shirley Myran, director of Yellow Quill College, believes that while the Brandon campus is well known for its teaching programs for native teachers, she is not certain that those who guide these services are accountable to the greater native community. She questioned whether native members of the Board of Governors provided sufficient leadership for this cause. When she hears other panelists lauding the work of the school of music and the Bobcats, she

wonders if these activities are being promoted at the expense of native studies.

Ms. Myran urged that a reassessment of current native-study programs be conducted and suggested that it would help the students if an administrator of native ancestry were in charge of all these teaching programs. When she examined the current P.E.N.T. program (Program for the Education of Native Teachers), she found no native persons involved, and wonders why. She made the point that if BU wishes to improve its image at the level of the Indian reservations, then the presence of more natives in senior positions would be directly helpful.

Ms. Myran's critical examination of the role BU plays in the life of the native community was matched by Ms. Susan Proven, a rural homemaker, and former rural teacher.

Rural life

Ms. Proven represented the non-urban community with vigor. She believes that the Brandon campus has both the personnel and the technology required for a more active outreach to rural homes, but that not enough distance-teaching is being provided. Educational courses offered on radio and cable would do much to remove the feeling of isolation of rural families. A specific suggestion was made that rural families should have computer access to the BU library.

Ms. Proven had a firm opinion on courses currently offered to student teachers. She felt there should be more emphasis on audio-visual methods, special education, and playground supervision. She praised a small-school practicum which had been offered at Souris, and felt that more extension work of this

type should be undertaken.

She also recommended that BU consider a course in "Canadian Issues," which would include topics of special interest to rural areas. Ms. Proven believes that if BU has an opportunity to extend its courses in agriculture, it should consider one in organic farming, an area in which the University of Manitoba has been slow to move.

In summarizing the presentations of the panelists, Brandon chartered accountant K.O. Bicknell found that woven through all of them were common threads. These included the need for campus leaders to display more interest in the affairs of the rural community, and to involve rural residents more directly in campus activities. Without such a demonstration of interest, those feelings of apprehension which now exist in the rural areas will be increased, to the detriment of the university.

In the public discussion which followed, one of the specific suggestions made was that the university produce an informational brochure which would tell the public more about current campus activities.

Research

In her introduction to the panel on research, Dr. Vaisey-Genser listed what she calls the "seven restraints" which inhibit research on a small campus like Brandon's.

These range from the lack of tradition to two grave shortages, money, and graduate students.

Dr. Vaisey-Genser does not view these obstacles as insurmountable, as they can be overcome by teamwork and an inter-disciplinary approach. She believes that through hiring practices, it is possible to assemble a staff, the members of which complement each other and lead to the fostering of excellence.

In response to this, Dr. Ken Coates said that there were particular benefits for undergraduates in a small institution which had no graduates enrolled. In his opinion, on a campus such as Brandon's, the undergraduates are engaged in work which at larger places would be performed exclusively by graduates. He also undertook to dispel any thought that research could be undertaken only if vast sums of money were provided, by pointing out that in many cases, funds for travel and telephone would be of material assistance. A further boost to research would be provided through teaching loads with greater flexibility.

The relative size of a campus and its ability to undertake research projects were discussed by two other panelists. Dr. John Rice, an astrophysicist and member of the board of directors of the Natural Sciences and Engineering Research Council (NSERC), said that, to be successful in getting grants for research, the small institution must find the "niche" in which it is going to work. This view was supported by the director of the Canada Department of Agriculture Research Station,

Dr. Bernie Sonntag, who said the small university must offer a clear definition of its area of specialization and recruit personnel to support these specialties.

In responding to the panelists, Dr. Don Shaw, of the University of Regina, said that a campus such as Brandon's should determine "where it wanted to go in the future," and then build on its strengths. He encouraged the development of more co-operation between campus personnel and agencies removed from the teaching role. He cited two such agencies in Regina, the Canadian Plains Research Centre, and the Distance Education Institute, as enrichments to campus life.

In the open discussion which followed, a number of suggestions were made concerning the development of more research work. Two inhibiting influences were the collective agreement, and the lack of real incentives. The latter might be solved through merit pay, accelerated promotion, or extra funds for travel and telephone.

One speaker outlined the improved community relations which might accrue to the campus if BU would capitalize upon research in "natural subjects," such as agriculture, northern society, rural and native social problems.

At the "wrap-up" session, chaired by President John Mallea, a panel of academics and keynote speaker Heather Robertson were asked to offer their opinions on two closely-related questions: the role of the regional university, and the means through which it communicates its ideals to the community.

Heather Robertson said, on the basis of what she had seen and heard that afternoon, she had grades to report. They were high for the level of participation but there were failures in two areas she viewed as critical: too few student participants and no one had mentioned the heart of the institution, the library.

Other panelists covered a wide range of topics, from the need for public relations to the belief that students must be taught to be adaptable, for many of them may have up to five separate careers in a lifetime.

The evening session was concluded by Chancellor Stanley Knowles, who outlined the contribution made to Canada's development by graduates of Brandon College, now Brandon University.

The day-long symposium gave rise to much beneficial publicity, and in itself was a useful exercise in community relations. Several older observers of the local scene gave the opinion that never before could they recall a public invitation to discuss the future of an institution which has done so much to shape Brandon's development.

Fred McGuinness is a journalist working in Brandon, Manitoba.

A two-question exam for all CAUT members

1) Q. — How do you turn a \$10,000 loss of professional equipment into a \$50 loss?

A. — By enrolling in CAUT's PPI Plan

If your computer, word processor, books, microscope, typewriter, or other professional equipment were lost through fire, theft, flood, accident — whatever — you could easily lose up to \$10,000. If you were enrolled in CAUT's Professional Property Insurance Plan (PPI Plan), the loss would be limited to \$50.

The PPI Plan is an "all risks policy" that covers your professional property (and that of the university, or others, for which you are legally liable) anywhere in the world. (Note Bene: Unless your personal 'Homeowner's Policy' is specifically endorsed — at a cost several times that of the PPI Plan — it does not cover your professional equipment, at home or anywhere else.)

The way the PPI Plan works is dead simple: You pay an annual premium of \$50; if you suffer a loss, you pay the first \$50, the PPI Plan pays the rest, up to \$10,000 per occurrence. (You're covered each time, even if more than one misfortune befalls you in the year.)

To be eligible, you must be a member of CAUT, or in the process of applying for membership. If you qualify, complete the form below, attach your cheque for \$50 payable to CAUT Insurance Trust, and mail to CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Ont. Canada, K1Y 4G1.

Enrolment application form (print or type)

Name

Univ./Dept.

Mail Address

Code

☐ I am a member of CAUT

Check one ☐ I hereby apply for a CAUT membership

Signed Date

Your coverage begins when this form and your cheque for \$50 are received by the CAUT Insurance Trust in Ottawa.

2) Q — How do you turn a "saving" of \$50 into a potential loss \$10,000?

A — (please print clearly)



BISHOP'S UNIVERSITY

Applications are invited for the position of CHAIR, GRADUATE SCHOOL OF EDUCATION. The School offers a broadly based Diploma in Education Programme which has a relatively high practice-teaching component and leads to Québec teaching certification for both the primary and the secondary levels. A Diploma in Advanced Studies in Education and a Degree of Master of Education are offered through the Summer School for Teachers.

The successful applicant will possess a doctoral degree, have appropriate documented research interests, be able to teach a variety of courses and be willing to continue and develop the traditional strengths of the programme. Familiarity with the educational system of Québec, classroom experience at the primary and secondary levels and the ability to communicate in the French language will be decided assets.

The appointment will commence on July 1, 1986. Salary and rank will be commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent to:

Dr. K.J. Kuepper, Dean of the Faculty,
Bishop's University,
Lennoxville, Québec, J1M 1Z7.

Négociations/ Bargaining

Sally Swimmer/CAUT



Memorial University

In October and November of last year, the Memorial University of Newfoundland Faculty Association (MUNFA) conducted a successful union card signing campaign at Memorial. Following a general meeting on October 30 at which MUNFA members voted overwhelmingly in favour of certification, an application was filed with the Newfoundland Labour Relations Board (NLRB) on December 6, 1985. The proposed bargaining unit would include faculty, librarians and laboratory instructors. The NLRB has scheduled a certification hearing before a three-person Board for the week of May 26, 1986, almost six months from the filing date, to consider MUNFA's application.

Despite public statements in support of certification by Memorial University President Harris, the formal Administration response to the December 6 application indicates its position is otherwise. The University is arguing for rejection of certification on the grounds that (a) faculty members are not "employees" as defined by Newfoundland labour legislation, and (b) the University Act precludes collective bargaining. In the event that certification is allowed, Memorial University officials will argue that all directors, laboratory instructors, librarians, visiting and contractual appointees, and research fellows be excluded from any approved bargaining unit.

The NLRB appointed an investigator to meet with MUNFA and the employer in an effort to resolve some of their differences and shorten the time for a hearing. The meeting was held in January without success. The University would not discuss any other items after MUNFA would not agree to the exclusion of department heads. On February 19, the University's lawyer requested that five days be set aside for hearings on certification. It was not possible for the NLRB to schedule such a lengthy period before the end of May.

The University of Prince Edward Island

Faculty at UPEI recently received an arbitrated salary settlement for 1986-87 in an item-by-item final offer selection arbitration. The Selection Officer's final choices included the awarding of the Board of Governor's salary position of a 2% scale increase, but they also included the awarding of the Faculty Association's (UPEIFA's) position on *all* fringe items (Life Insurance, Long-term Disability, Blue Cross), as well as on some new items. An important gain involved the institution of a system of salary "overlap" such that the number of career progress increments (corresponding to years of service in the ranks) was expanded, permitting the ceiling of the three lowest ranks to exceed the floor of the next higher rank.

The Association's position that the various salary floors should be raised to approximate the national average was also allowed. A key element of the award was the elimination of differentiated increments and the adoption of a single increment (4.5% of Assistant floor) for all ranks. Richard Bellaire of CAUT assisted UPEIFA in the preparation of the arbitration brief.

Ontario

The Carleton University Academic Staff Association (CUASA) returned to the bargaining table in January to con-

sider a new compensation offer put forward by management. A tentative three-year agreement was reached which was ratified by the membership on January 28. CUASA had been preparing for arbitration on monetary issues prior to the January negotiations. The new contract, which expires in 1988, provides for a 3.8% scale increase in the first year, 3.2% scale in the second year and the Ottawa Consumer Price Index (CPI) for scale in the third year. Career development increments (CDIs) will increase by 2.2% in each of the three years. The agreement also provides for the employer to begin increasing Ontario Health Insurance Program (OHIP) contributions to reach 50% in the third year. All new financial provisions in the agreement are retroactive to May 1985.

A one-year salary settlement at Nipissing, which will be effective May 1, 1986, provides for a 4.5% across-the-board increase; dental care and vision plans each with 50% employer contributions to premiums; continuation of payment by the employer of 50% of benefit premiums for early retirees until they reach age 65; and matching by employer of faculty pension contributions for remuneration received from teaching.

Hearings have been scheduled for late March/early April to deal with the threatened closure of the University of Toronto's Faculty of Architecture and Landscape Architecture. The University Administration claims that serious personnel problems within the Architecture Faculty and the lack of adequate funds to address the situation have led to the decision to close. The Administration argues that the University of Toronto is no longer able financially to support a first-rate Architecture program.

The University of Toronto Faculty Association (UTFA) maintains that the figures produced to bolster the Administration's position are not accurate. The real reason for closure, says UTFA, is the Administration's abdication of its duties and responsibilities.

CAUT is confident that the programs offered at the Faculty of Architecture and Landscape Architecture at the University of Toronto are good ones: the students are certainly satisfied, and the staff is well qualified. Ron Levesque and Tina Head from the CAUT office have been assisting UTFA in preparing for the scheduled hearings.

At the time of writing, the Trent University Faculty Association (TUF) was preparing for 1986-87 negotiations on salary and benefits for the third year of their contract. Negotiations are scheduled to begin by March 17. Unresolved issues will be referred to binding arbitration.

The University of Calgary

On March 12, University of Calgary Faculty Association (UCFA) members ratified an agreement relating to salaries and economic benefits for 1986-87. An across-the-board scale increase of 3% was negotiated. An addition of five increments (each of half value) was negotiated for those at the maximum of the Associate level. There will be an increase of 3% in extra load instructional fees to \$4,500 per full credit course.

Changes to benefits negotiated by UCFA included increased Tuition Waivers from \$275 to \$300 per year; allowance for staff members electing early retirement for payment of 50% of their continuing benefit premiums until normal retirement age; automatic update of the Dental Fees Schedule; the extension of the early retirement plan for another year. The terms of the agreement become effective July 1, 1986.

Information on Nipissing was taken from OCUFA infoletter #84, February 5, 1986. The Calgary information was provided in TUCFA Bulletin #5, February 26, 1986.

Note: Sally Swimmer will be preparing Négociations/Bargaining for the next three issues. Robert Léger will return to this column with the September 1986 issue.

University of Alberta Department of Applied Sciences in Medicine RESEARCH ASSOCIATE

Applications are invited from Physicists for the position of Research Associate in a multidisciplinary nuclear magnetic resonance imaging and in-vivo spectroscopy group.

The successful candidate should have a Ph.D. in nuclear magnetic resonance imaging, several years productive and doctoral experience in that modality as well as localized nuclear magnetic resonance spectroscopy, and have experience in the design and construction of nuclear magnetic resonance hardware. Familiarity with Bruker equipment and Vax computers will be a distinct advantage. He or she will be required to develop an independent research programme, in addition to collaborating with clinical users of the facility. The laboratory environment is non-smoking.

The University of Alberta is an equal opportunity employer but in accordance with Canadian immigration regulations, this advertisement is addressed to Canadian citizens and permanent residents.

The initial appointment, tenable for three years with the opportunity to renew for successive years, will be in the salary range \$22,143 to \$29,854.

Applicants should submit a c.v. and the names of three references to Dr. P.S. Allen, Department of Applied Sciences in Medicine, 10-102 C.S.B., University of Alberta, Edmonton, Alberta Canada T6G 2G3 before May 1, 1986.

The University of Western Ontario School of Business Administration TEACHING WITH CASES WORKSHOP

The School of Business Administration at The University of Western Ontario is planning its Teaching With Cases Workshop for August 24-27, 1986. To be held at Spencer Hall, this workshop focuses on participative teaching and learning. For details, please contact Professor Mike Leenders at (519) 679-2947 or Loretta Peregrina at (519) 679-2658.

LITERACY IS NOT HEREDITARY. WE PASS IT ON.

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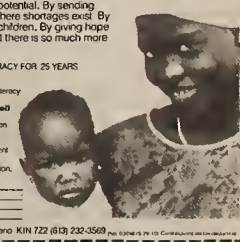
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This space contributed as a public service.

ADMINISTRATIVE POSITIONS

THE UNIVERSITY OF ALBERTA. Directorship - Division of Dermatology. The University of Alberta invites applications for the Directorship of the Division of Dermatology in the Department of Medicine, Rank and financial arrangements are negotiable according to experience and qualifications. Candidates should have M.D. F.R.C.P. (C) with the appropriate subspecialty in Dermatology. Additional research interests in the Ph.D. level would be welcome but not essential. The applicant is expected to be an energetic leader with the necessary administrative recruiting and research experience that would lead to further development of the Division's research base. The University of Alberta is an equal opportunity employer, but in accordance with Canada Employment and Immigration regulations priority will be given to Canadian citizens and permanent residents of Canada. Candidates should forward their curriculum vitae within 40 days of this publication along with an outline of their research interests and names of three references to Dr. G.O. Molnar, Chairman, Department of Medicine, Room 6-121 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G3.

TORONTO WESTERN HOSPITAL, Head, Division of General Surgery. The Toronto Western Hospital is seeking a Head of its Division of General Surgery. The incumbent should be a surgeon with proven skills in clinical care, teaching, research, and preferably a strong background in academic administration. Special expertise in one of the following specialty areas within general surgery is preferred. The responsibilities of the position will include the overall organization, and management of the clinical care and teaching programs in General Surgery at the Toronto Western Hospital and the development of innovative research programs in concert with the defined priority areas of the hospital. The incumbent will also be expected to play a major role in developing educational programs in the Toronto Western Hospital. The University Department of Surgery Salary and academic rank are subject to negotiation. The Toronto Western Hospital is a fully affiliated teaching hospital in the University of Toronto system. A broad range of specialty services, and major undergraduate and postgraduate teaching responsibilities. The incumbent should be sent to Dr. B. Langer, University of Toronto, Department of Surgery, Room 311, Bering Institute, Toronto, Ontario, M5G 1L5. Closing date of applications is May 31, 1986. In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Chairman, Computer Science Department. Concordia University is seeking a chairman for its Computer Science Department. One of the five units of the Faculty of Engineering and Computer Science, the department is one of the largest in Canada and offers undergraduate and graduate programmes (to the Ph.D. level) to some 470 full time and 444 part-time students. There are 26 faculty members. Current research income exceeds \$500,000 per year. The department is active in research including distributed processing and VLSI, computer architecture, software engineering, computer vision, parallel processing, compilers, database management, symbolic computation, operating systems, scientific computation. The Computer Science Department operates a VAX 11/780, running UNIX, and shares a VAX 11/780, running VMS. The Computer Centre operates a VAX 11/750 running VMS, and a Cyber 825/830 and 835, and PC networks on

Advertising and censure

CAUT will carry advertisements from censured universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly refused to take positions at an institution of this stage of censure.

both campuses. The Department is a member of the Centre de Recherche en Informatique de Montréal, a centre of excellence for research in Computer Science. The position will interest senior academics with an established leadership role in the development of computer science in the Faculty, the University and the nation. Application with curriculum vitae should be sent to Dr. M.N.S. Swamy, Dean, Faculty of Engineering and Computer Science, 1455 de Maisonneuve Blvd. West, Room H507, Montreal, Quebec H3G 1M6, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In the first instance.

CANCER CENTRE. Director. The Ontario Cancer Treatment and Research Foundation is seeking a Director of the planned Northeastern Ontario Regional Cancer Centre associated with Laurentian Hospital, Sudbury, Ontario, Canada. The Centre will eventually register approximately 275 new cancer cases per year. The program will provide for consultation in oncologic subspecialties with facilities for radiotherapy, chemotherapy, research and teaching. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The post is available immediately. Salary is open to negotiation. Applications with curriculum vitae and list of three referees should be forwarded to: Dr. J.W. Meakin, Executive Director, The Ontario Cancer Treatment and Research Foundation, 7 Overlea Boulevard, Toronto, Ontario, M6R 1M1. Tel: (416) 623-4240.

UNIVERSITY OF ALBERTA. Director, Division of Cardiology. Applications are invited for the position of Director, Division of Cardiology, Department of Medicine at the University of Alberta. The person selected will also be Director, Division of Cardiology at the University of Alberta Hospital. The position is filled with an active and non-invasive Cardiology program with a staff of 12 Cardiology residents and a Cardiac Catheterization Program. Interested applicants should be qualified in medicine and hold the Fellowship of the Royal College of Physicians and Surgeons of Canada or an equivalent recognized certification. In addition to clinical and administrative experience, applicants should have skills and interest in teaching students and residents and will be expected to develop an independent research program. The rank and salary will be to the full Professor range, however an Assistant Professor rank will be considered. All qualified individuals are encouraged to apply, but preference will be given to Canadian citizens and permanent residents. The position will be available on July 1, 1987. Deadline for applications is December 31, 1986. Please send curriculum vitae and the names and addresses of three references to: Dr. G.O. Molnar, Chairman, Department of Medicine, 6-121 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2E1.

ACCOUNTING

SAINT MARY'S UNIVERSITY. Accounting. Applications are invited for a visiting professorship or a terminal position to teach Management Information Systems in the Department of Accounting. Qualifications include a Ph.D. or the necessary qualifications to teach in the area. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position should be sent to: Dr. Frank Dougherty, Chairman, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. Faculty of Administrative Studies. Positions open commencing July 1, 1986, subject to budget approval and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the following areas: Accounting, Behavioural Science, Economics, Labour Relations, Finance, Management Science, Management Information Systems, Marketing, Policy & Environment, Management Policy, Production Management, Rank and salary are open. Successful candidate will be expected to be active in research and to teach Masters, and Undergraduate Programs. Please submit curriculum vitae and references to Alan B. Meakin, Dean, Faculty of Administrative Studies, York University, 4700 Keele St., North York, Ontario, M3J 1P3. Deadline for submission - when positions are filled.

AGRICULTURAL ECONOMICS

UNIVERSITY OF GUELPH. Department of Agricultural Economics and Business. Position: Agribusiness Management. Position Description: The Department of Agricultural Economics and Business invites applications for a position in Agribusiness Management with emphasis in the area of Production/Operations Management. Candidates must have a Ph.D. (or equivalent) in Agribusiness Management. Preference will be given to candidates with some background and/or interest in agribusiness. Rank: Assistant Professor. Duties: Duties will include teaching undergraduate and graduate courses in Production/Operations Management, supervising graduate students, and contributing to the research and extension programs of the department. Application Requirements: Applicants should provide a complete curriculum vitae, a brief description of professional interests, a transcript of academic record, and a list of three references to: Dr. Elmer L. Menze, Chairman, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario, N1G 2W1. Position Open: July 1, 1986. Application Closing Date: April 30, 1986. Subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ANIMAL SCIENCE

UNIVERSITY OF GUELPH. Research Chair in Animal Breeding Strategies. The University of Guelph is seeking an

established scientist with international recognition for research in animal breeding to occupy the Natural Sciences and Engineering Research Council (NSERC) OAA-B Industrial Research Chair in Animal Breeding Strategies. The successful candidate will conduct research to develop and test strategies for livestock improvement which incorporate new techniques in multiple ovulation, embryo manipulation, and molecular biology. The aim is to develop theoretical models and test them by simulation and other appropriate procedures. This research chair is complemented by two sister chairs in Embryo Manipulation and Molecular Biology. A person with a masters degree in faculty, visiting professors, postdoctoral fellows and graduate students actively conducting research in animal breeding, embryo manipulation and molecular biology is an essential aspect of responsibility together with industrial interaction. The chair carries a renewed University faculty appointment in the Department of Animal and Poultry Science where the applicant will be housed, with a cross-appointment in the University's Centre for Genetic Improvement of Livestock which involves faculty from seven University departments. The chair provides a state-of-the-art computer facility, and funds for research associates or equivalent, computing, travel and other operating costs. The successful applicant is also eligible and expected to seek additional research funding. Please send curriculum vitae, names and addresses of four persons who will provide references and an outline of research interests to: Dr. Edward B. Burnside, Director, Centre for Genetic Improvement of Livestock, Room 121, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Telephone 519-824-4120 Ext. 3648. Applications should be submitted as soon as possible and not later than April 30, 1986. The University of Guelph is an equal opportunity employer. While all applicants will be considered, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval.

ANTHROPOLOGY

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of Anthropology. The University of Toronto invites applications for an Assistant Professor, contractually limited, one-year appointment. Ph.D. required. Teaching duties require a geologist, or sociocultural anthropologist with competence in Introduction to Anthropology and either World Prehistory or North American Prehistory, or Social/Cultural Anthropology and change in Canadian Indian Society. Current base salary for Assistant Professor is \$27,000. Please send curriculum vitae, covering letter, stating interests, and the names and addresses of three referees to: Professor M.R. Klein, Dean, Department of Anthropology, University of Toronto, Toronto, Ontario, M5S 1A1. Effective date of appointment is July 1, 1986; closing date for receipt of applications is May 31, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages both women and men to apply for positions.

Publicité et Censure

L'ACPU accepte les annonces des universités frappées de la censure. L'ACPU refuse les annonces des universités à la troisième étape de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter un poste à une université qui en est à cette étape.

ARCHITECTURE

UNIVERSITY OF WATERLOO. School of Architecture. The School of Architecture, University of Waterloo, is seeking for a Coordinator and teacher/researcher for its Technology Theme Area. He or she should have knowledge and teaching experience in areas of building construction, building services, and architecture. A person with a masters degree and professional registration in architecture is preferred. The appointment commencing September 1, 1986, will be made at the Assistant Professor rank for a term of three years. The salary being commensurate with qualifications and experience. Before May 1, 1986, applicant should send a letter stating interests, a resume, and the names of three referees to: Larry Richards, Director, School of Architecture, University of Waterloo, Waterloo, Ontario, N2L 3G1. Preference will be given to Canadian Citizens and Landed Immigrants. Applications from women candidates are particularly welcome.

ART

THE UNIVERSITY OF LETHBRIDGE. School of Fine Arts. Art Department. Title: One tenure-track position at the rank of Assistant Professor in the studio area of the Department of Art. Qualifications: MFA degree or equivalent, and five years of studio teaching experience. Responsibilities: The applicant should be qualified to design and develop areas of painting and/or printmaking, drawing and foundation at the undergraduate level. Minimum Salary: 1985-86: (Subject to review) Assistant Professor \$28,745.5. Applicants should submit a curriculum vitae, plastic slide, letter of application, current resume and names of three referees to: Dr. P.J. McCarroll, Chairman, Department of Art, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M6. Effective Date: Probationary appointment begins July 1, 1986. Closing Date: April 30, 1986.

MCMASTER UNIVERSITY. Art. The University of Art and Art History of McMaster University invites applications for a teaching position with primary responsibilities in the area of introductory and advanced sculpture. This is a ten-month appointment at the Lecturer rank for Assistant Professor commencing September 1, 1986. The 1986-87 floor salary for Assistant Professor is \$26,376. Applicants should have an M.F.A. or the equivalent, teaching experience, and an exhibition record. The competition will be closed when the position is filled. Applications, including curriculum vitae, slides and/or photographs, and letters from three academic referees, should be sent to: Professor R. W. Vallentyne, Chairman, Department of Art and Art History, McMaster University, 1280 Main Street

West, Hamilton, Ontario, L8S 4M2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both sexes are equally encouraged to apply.

ART HISTORY

UNIVERSITY OF SASKATCHEWAN. Art History. Tenure-track Assistant Professor position sponsored by an external agency is available in the Department of Art History, Gothic, Nineteenth, Twentieth, Contemporary, Modern, and Postmodern Art. Plus 1986/87 scale increase, moving expenses, one-way travel, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should have a Ph.D. degree and have an interest in enzygology. Salary commensurate with experience, beginning at \$21,420.00. Send curriculum vitae and the names of 3 individuals to serve as referees to: Dr. R. S. Sturges, Department of Art History, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. Clinical Biochemistry. Postdoctoral Fellowships. Association position sponsored by an external agency is available in the Department of Biochemistry, study human alkaline phosphatase at the University of Alberta. Candidates should have a Ph.D. degree and have an interest in enzygology. Salary commensurate with experience, beginning at \$21,420.00. Send curriculum vitae and the names of 3 individuals to serve as referees to: Dr. R. S. Sturges, Department of Biochemistry, University of Alberta, Edmonton, Alberta, T6G 2G3. In accordance with Canadian Immigration regulations, this advertisement is addressed to Canadian citizens and permanent residents. The University of Alberta is an equal opportunity employer.

BIOLOGICAL SCIENCES

UNIVERSITY OF GUELPH. NSERC University Fellows. The College of Graduate Studies and the Department of Research and Graduate Programs invites applications from Canadian citizens and permanent residents for University of Guelph University Fellowships. The University offers low living costs in a small and pleasant community closely related to large urban centres. The candidate would be encouraged to develop a research program and would have unlimited opportunities for collaborative research in various areas of biology including biotechnology and agriculture through the Guelph-Waterloo Biotechnology Institute and the Ontario Colleges of Agriculture and Veterinary Medicine. Research emphasis in various departments: BOTANY: Physiology and biochemistry of growth and development in plants; Stress physiology, Community and population ecology. PLANT ULTRASTRUCTURE: Microtubule, Bacterial cell envelope structure and function. Physiology of fish pathogens. TERMINAL ILLNESS: Molecular biology of virus reproduction. MOLECULAR BIOLOGY AND GENETICS: Cell and molecular biology of gene expression; Genetic recombination; Biotechnology and genetic engineering. NUTRITIONAL SCIENCES: Nutritional immunology; Nutrition and tissue function. Nutrition and biochemical development; ZOOLOGY: Any area but preference for those interested in reproductive physiology and marine community ecology. SCHOOL OF HUMAN BIOLOGY: Human applied physiology; Physical anthropology; Ergonomics; Medical and mammalian anatomy; Morphology. Candidates would be considered for any tenure track position available following their appointment. Applications, including a curriculum vitae, and the names of three referees should be forwarded, by April 1986 to: Bruce H. Sells, Ph.D., Professor and Dean, College of Biological Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

UNIVERSITY OF GUELPH. COLLEGE OF BIOLOGICAL SCIENCE. Department of Nutritional Sciences. The Department of Nutritional Sciences is undergoing expansion into new teaching and research areas and invites applications for two tenure-track Assistant Professors. One professor level. Each position involves teaching at the undergraduate and

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Computer Science and Information Processing. Applications are invited for a tenure-track position at the Assistant or Associate Professor rank. Applicants should have a Ph.D. in Computer Science or a related field and/or equivalent industrial or commercial experience. Applicants will be expected to participate fully in the instruction and development of the undergraduate program; they will also be expected to establish research

or a related field and/or equivalent industrial or commercial experience. Applicants will be expected to participate

applications for a one year Seasonal Appointment at the Assistant Professor level commencing July 1, 1986. Specialties in Women's Studies, Sociology, and Women's Studies, Ph.D. and publications in area required; experience teaching adult students preferred. Applications and names of three referees should be sent to: Professor Judith Posner, Chairperson, Department of Sociology, 4700 Keele Street, North York, Ontario M3J 1P5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY Department of Sociology and Anthropology. Subject to budgetary provision, applications are invited for a one-year term position at the Lecturer or Assistant Professor level in the area of sociology, or sociology and anthropology. Candidates with a completed Ph.D., teaching experience and publications in the following areas will be given preference: criminology, the criminal justice system, family, feminist studies and research methods. Salary will be commensurate with rank and experience. Curriculum vitae, names of three referees, copies of recent publications and reports of research in progress should be sent to: Professor John Hap, Chair, Department of Sociology, Carleton University, Ottawa, Ontario, K1S 5B6.

UNIVERSITY COLLEGE OF CAPE BRETON, Sociology/Anthropology, The Department of Social Sciences has a tenure track position in sociology/anthropology, subject to budgetary approval at the rank of Assistant Professor, beginning July 1, 1986. We welcome applicants (Ph.D. or near completion) who are committed to research and can direct undergraduate courses and thesis in the areas of health and medicine, Canadian society, women's studies, and social movements. Primary teaching duties will be in sociology, but the successful candidate will be able to teach some cultural anthropology as well. Curriculum vitae and names of three referees should be sent to: Dr. James Gray, Chair, Department of Social Sciences, University College of Cape Breton, P.O. Box 530, Sydney, Nova Scotia, B1P 6L2. Applications must be received by April 30. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT SAINT VINCENT UNIVERSITY, Sociology/Women's Studies. Mount Saint Vincent University, Department of Sociology and Women's Studies have an opening for a seasonal position (subject to budgetary approval) in sociology/anthropology and Women's Studies commencing July 1, 1986. Qualifications: Ph.D. or a B.A. degree in Sociology. Candidates must be qualified to teach Introductory Women's Studies, Women's Studies Methodology, and Women's Studies Family. Additional teaching competencies may include: Women's Studies in a consensory style within the context of a university education. Requirement: To teach acting at all undergraduate levels. Candidates must have demonstrated practical ability in scene for both actors and directors; also professional directing experience, as the ap-

pointee will be expected to direct major undergraduate productions. MFA degree or equivalent experience required. Application Deadline: May 6, 1986. Apply with curriculum vitae and names of three referees to: Ron Singer, Chairman, Department of Theatre, Faculty of Fine Arts, York University, 4700 Keele Street, North York, Ontario M3J 1P5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA, Faculty of Arts, Department of Sociology. La Faculté Saint-Jean sollicite des candidatures au poste de professeur adjoint temporaire en sociologie du 1^{er} septembre 1986 au 30 avril 1987. Exigences: Doctoral en sociologie. Références universitaires requises au 1^{er} cycle. Traitement: Salaire minimum de \$7,500.00 par mois (barème 1985-86). Envoyer curriculum vitae en trois exemplaires à: Dr. E.V. Starchuk, Vice-recteur, Faculté Saint-Jean, University of Alberta, 660 - 91 Street, Edmonton, Alberta, T6C 4G5. Date limite de réception des demandes: 30 avril 1986 ou dès que le poste sera ouvert. Les candidats doivent être en possession d'un diplôme de maîtrise ou d'un diplôme d'agréé en matière d'emploi. Conformément aux exigences relatives à l'immigration du Canada, ce poste est ouvert aux citoyens canadiens et aux résidents permanents.

TESL

BROCK UNIVERSITY, TESL. The Centre for English Language Programs at Brock University seeks applications for a professional level position in the rank of assistant or associate professor in the Teaching English as a Second Language (TESOL) program. Candidates must hold the PhD in TESL. Applied in French is also an advantage. Evidence of strong teaching and research experience is essential, as is experience with the principle teaching responsibilities, which will be in Discourse Analysis/Communicative Methodology. Reading for ESL, Competence in ESOL (teaching, curriculum development) and administration is desirable. Fluency in French is also an advantage. Applications, including a C.V. and the names of three referees, should be sent to: Dr. Glenwood H. Ives, Director, Centre for English Language Programs, Brock University, St. Catharines, Ontario, L2S 3A1. Effective date of appointment: July 1, 1986. Applications will be accepted until April 30, 1986 or until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THEATRE

YORK UNIVERSITY, Faculty of Fine Arts, Department of Theatre. Teaching Position Acting/Directing. Full time position, starting in September 1986. The position is at the Assistant Professor level with primary responsibility for the undergraduate level, and is subject to budgetary approval. York University is located in the northwest area of Metropolitan Toronto in the city of North York. The Faculty of Fine Arts comprises five Departments: Dance, Film and Video, Music, Visual Arts, and Canada's largest Theatre Department. The performance arena of the Department of Theatre is a conservatory style within the context of a university education. Requirement: To teach acting at all undergraduate levels. Candidates must have demonstrated practical ability in scene for both actors and directors; also professional directing experience, as the ap-

pointee will be expected to direct major undergraduate productions. MFA degree or equivalent experience required. Application Deadline: May 6, 1986. Apply with curriculum vitae and names of three referees to: Ron Singer, Chairman, Department of Theatre, Faculty of Fine Arts, York University, 4700 Keele Street, North York, Ontario M3J 1P5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRADUCTION

UNIVERSITÉ D'OTTAWA, Traduction. Poste de remplacement. L'École de traducteurs et d'interprètes désire recruter pour une période d'un an professeurs à plein temps ou deux professeurs à mi-temps, (flam et d'anglais en fonction des rangs et de l'expérience des candidats). D'ailleurs, il serait souhaitable que les candidats soient titulaires d'un doctorat soit en traduction ou dans une discipline connexe, soit en linguistique appliquée à la traduction, ou qu'ils possèdent l'équivalent. L'expérience. Il est essentiel que les candidats aient l'expérience de l'enseignement et/ou une certaine expérience professionnelle. Fonctions: Donner des cours de traduction et d'interprétation en français et en anglais, superviser les cours de traduction française et/ou de cours d'interprétation appliquée à la traduction. Dans le cadre du programme professionnel de baccalauréat spécialisé en traduction, Possibilité d'offrir des séminaires de perfectionnement au deuxième cycle. Mener des recherches théoriques et appliquées en traduction ou en traduction assistée par ordinateur. Traitement: Selon l'échelle de traitement universitaire de l'Université d'Ottawa. Les candidats doivent remplir les conditions de la fonction: le 1^{er} juillet 1986. Prière d'envoyer votre candidature (compagnée d'un curriculum vitae et des noms et adresses de trois répondants) avant le 30 avril 1986 à l'adresse suivante: Le Directeur, École de traducteurs et d'interprètes, Université d'Ottawa, 5, avenue Hesler, Ottawa (Ontario) K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants récents.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH, ONTARIO

VETERINARY COLLEGE, Department of Clinical Studies, Ontario Veterinary College. University of Guelph is seeking applications for positions in Health Maintenance and Large Animal Surgery. The duties and responsibilities of these clinical institutions in the Veterinary Teaching Hospital are to participate in the various DVM and post-graduate programs of the Department. Time and resources are available for research, investigation and research projects. Opportunities include the DVM or equivalent degrees together with post-DVM training to Board Certification or equivalent degrees. The successful candidate will have extensive experience and demonstrated teaching and communication skills. The rank and salary for each position will be commensurate with qualifications and experience and are subject to final budgetary approval. The Board of Governors meets in April 30, 1986 or until qualified candidates are identified. Applications, inquiries and curriculum vitae, together with three letters of reference, should be directed to: Dr. R.A.

Willoughby, Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1. (519) 862-5600. Extension 404. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WOMEN'S STUDIES

SIMON FRASER UNIVERSITY, Chair in Women's Studies. The Women's Studies Program at Simon Fraser University is seeking a senior candidate to fill its endowed chair beginning in either January or May 1987. The appointment may be made for half, eight, or twelve months. Applicants in all fields are invited, particularly in health care, law, social policy, anthropology, psychology, visual arts, engineering, education and literature. Applicants must be Canadian citizens or permanent residents and must have appropriate academic or professional qualifications. Responsibilities will include teaching, public lectures and community outreach. Salary will be the name of a senior scholar. Candidates should send a curriculum vitae and the names and addresses of three referees, no later than May 1, 1986, to: The Coordinator, Women's Studies Program, Simon Fraser University, Burnaby, BC, V5A 1S6. Telephone: (604) 291-3535.

WRITING

YORK UNIVERSITY, Writing Workshop. Applicants are invited to fill a one-year, contractually limited appointment, rank open, to serve as Director of the Writing Workshop in the Faculty of Arts. The Writing Workshop, with a part-time staff of about 100 students, is a unique variety of programs to help students improve their essay writing skills. The Director will be responsible for course, program development and instruction in the Workshop. Ph.D. or equivalent degree and experience in similar writing instruction setting is essential. Salary is negotiable. Send your curriculum vitae and three letters of reference to: Melvin Horn, Writing Workshop, 208 Stong College, York University, 4700 Keele Street, York, Ontario, M3J 1P5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ZOOLOGY

THE UNIVERSITY OF QUEEN'S COLLEGE, Department of Zoology. Applications are invited for the position of a senior Assistant Professor in the Department of Zoology, University of British Columbia. The successful applicant will be expected to teach and to undertake a strong experimental research program at the molecular level. Preference will be given to a newly graduated Ph.D. with postdoctoral research experience, demonstrated excellence, and who can complement present strengths in the Department. Salary maximum: \$35,000 per annum. Send curriculum vitae and the names of three referees to: Dr. G.E. Scudder, Head, Department of Zoology, University of British Columbia, 2216 East Mall, Vancouver, B.C., V6T 2A9, Canada. The expected date of appointment is July 1, 1986, subject to final budgetary approval. Closing date for application is April 30, 1986. In accordance with Canadian im-

migration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equal opportunity for employment is offered to male and female applicants.

UNIVERSITY OF GUELPH, Department of Zoology. The Department of Zoology has a tenure track position of the assistant professor rank for a terrestrial vertebrate ecologist. The successful applicant will be expected to teach undergraduate courses including those in terrestrial vertebrate ecology or management, and develop a research and graduate program. The deadline for applications is June 1st 1986. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including a curriculum vitae and the names of three referees should be sent to: Professor R.C. Anderson, Chairman, Department of Zoology, College of Biological Science, University of Guelph, Guelph, Ontario, N1G 2W1. Position subject to final budgetary approval.

ACCOMMODATION

VILLE ST. LAURENT (MONTREAL, QUEBEC), Maison à louer. Raison: stage à l'étranger. Colonne défectueuse, meublé, 3 chambres à coucher, sous-sol fini, grand terrain, Carter camion, près de l'école primaire et des C.E.G.E.P. français et anglais. Accès facile aux services. Location maintenant jusqu'à juillet 1987. Pour information le télécopier au: (514) 744-5338.

HALIFAX Sublet. Large 1 bedroom flat, furnished, fireplace, laundry facilities, within walking distance of Downtown, St. Mary's and Technical Universities. Aug. 1, 1986 to July 31, 1987. \$900 per month includes heat. Contact N. Butler, Apt. No. 566, English St., Halifax, N.S., B3H 1K2. 902-420-1720.



The University of Manitoba
Department of Mathematics
and Astronomy

ASSISTANT PROFESSORS

The Department of Mathematics and Astronomy, the University of Manitoba invites applications for two positions at the assistant professor level to begin on or after July 1, 1986. These appointments will be term appointments for one or possibly two years. Candidates should have a Ph.D., with teaching experience and evidence of active research. The salary floor for an assistant professor 1985/86 is \$27,643.00. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names of three referees before July 1, 1986 to: Dr. Arthur Gerhard, Acting Head, Department of Mathematics and Astronomy, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.



The University of Manitoba
Department of Mathematics
and Astronomy

ASSISTANT PROFESSORS (TENURE TRACK)

The Department of Mathematics and Astronomy, the University of Manitoba, invites applications for two tenure track positions at the assistant professor level to begin on or after July 1, 1986. Candidates should have a Ph.D. with teaching experience and evidence of active research. The department intends to make at least one of these appointments in analysis; however, candidates in all fields will be seriously considered. The salary floor for an assistant professor 1985/86 is \$27,643.00. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names of three referees before June 1, 1986 to: Dr. Arthur Gerhard, Acting Head, Department of Mathematics and Astronomy, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.



UNIVERSITY OF GUELPH

Invites nominations and applications for the position of

VICE-PRESIDENT, ACADEMIC

The Vice-President, Academic is the senior academic officer reporting to the President, and is responsible for the administration of the academic and research programmes of the University and for such other duties as may be assigned by the President. Reporting to the President, Academic are the Associate Vice-President, Academic, the Dean of Research, the Dean of Graduate Studies, Deans and Directors of seven Colleges and other academic units, the Chief Librarian, and the Executive Director for Information Technology.

Candidates should have achieved distinction in teaching and research, and have appropriate administrative experience.

The appointment is expected to commence July 1, 1986 or as soon thereafter as possible for an initial term of five years.

Written applications or nominations together with curriculum vitae should be submitted by April 30, 1986 to:

Dr. Burton C. Matthews, Chairman
Selection Committee for the Vice-President, Academic
Level 4, University Centre
University of Guelph
GUELPH, Ontario
N1G 2W1

All communications will be received in confidence.

University of Alberta PROFESSOR — HEALTH CARE FINANCE

Department of Health Services Administration and Community Medicine

A tenure track position is available in Health Care Finance. Appropriate academic background and demonstrated aptitude in teaching and research are essential, and preference will be given to individuals with managerial experience in the health care industry.

Besides teaching and supervising graduate students in Health Services Administration, the incumbent is expected to be active in research.

This advertisement is addressed to Canadian citizens or permanent residents. Salary and rank are negotiable: 1985-86 salary ranges for Assistant, Associate, and Full Professors, respectively, are \$30,316 - \$43,780, \$38,170 - \$55,450, \$48,970 and up. Excellent opportunity exists for incumbent to earn supplemental income from consulting work with health care agencies in the city and province.

This University is an equal opportunity employer. Applications will be accepted until April 30, 1986. Applicants are requested to submit a curriculum vitae and three references to:



C. B. Hazlett, Ph.D., Chairman
Dept. of Health Services Administration
& Community Medicine
The University of Alberta
13-103 Clinical Sciences Building
Edmonton, AB T6G 2G3

REPORT 1

in consultation with the provinces."

If the status quo is the option, there can still be some changes such as a different split between health and PSE transfers for each province.

The report does not detail exactly what type of Johnson-like arrangement should replace the current EPF system. The report talks about a vehicle similar to the new Canada Health Act. It also suggests the possibility of setting up a system similar to the one for Official Languages — one master agreement and then bilateral agreements with each province.

The report also suggests that under a new arrangement the federal government could modify the transfer formula (they don't specify what kinds of modifications are possible, but something like what Johnson recommended would seem to be implied).

If the government withdraws from this area, the big question will be how much, if any, further tax room is transferred to the provinces.

Research

The task force recognizes Canada's need for research and development. The report supports the federal government's giving stronger and more specific policy directions to the councils by approving the multi-year plans. In funding, the team recommends that the A-Base budget for 84-85 be set for each council and increments be added sub-

ject to specific policy direction (no dollar values or details are spelled out in the report).

The document recommends that the councils remain as three separate entities but that there be some modification; i.e. the Medical Research Council should expand its mandate and perhaps be renamed the Health Research Council; NSERC should concentrate more on larger grants rather than trying to give something to everyone; and SSHRC should look at more block-funding to the universities and allow them to distribute research grants).

The report also calls for the creation of a steering committee composed of representatives from the university, federal/provincial governments and the private sector to advise the minister on policy matters.

Student aid

The report recommends that student aid be left entirely with the provinces but that they be provided with a grant for financial support by the federal government (no details are offered in the report).

Other

The rest of the report covers various programs, in a number of departments pertaining to agricultural research, education of native students, international education, and the military colleges.

The report admits that most of the task force's time was spent looking at the big five programs — EPF, the three granting councils and student aid.

STUDENTS 1

ty as a whole.

In a brief to the Committee, CAUT said the lack of policy in the area of foreign students has led to the development of various and sometimes contradictory approaches by each province and the federal government.

To harmonize relations between the federal government, the provinces and the universities in this area, the Association recommended the creation of an advisory federal/provincial council on international students.

It further recommended the following:

- The abolition of differential fees for international students;

RAPPORT 1

Si le statu quo est l'option, il peut encore y avoir quelques changements tel qu'un partage différent entre les transferts à la santé et les transferts du FPE affectés à chaque province.

Le rapport n'indique pas exactement quel genre d'accord à la Johnson devrait remplacer le système du FPE actuel. Le rapport parle de quelque chose s'apparentant à la nouvelle loi sur la santé du Canada. Il est aussi possible d'établir un système comme celui des langues officielles (un accord cadre et des accords bilatéraux avec chaque province).

- the creation of 10,000 subsidized places in Canadian universities for international students, as recommended in the Symons/Page Report;
- the study by the Committee of the policies and administrative practices which impede the flow of international students and cause them particular difficulties when they are in this country, i.e. medical coverage, the ability to work, income tax arrangements, etc.

The CAUT recommended that Canada follow the lead of countries such as the United States and the Soviet Union in actively competing to secure international students for its universities.

Le rapport dit aussi que, sous le régime d'un nouvel accord, le gouvernement fédéral pourrait modifier la formule de transfert (il ne précise pas les modifications possibles, mais semble sous-entendre quelque chose d'analogue à ce que Johnson a proposé).

Si le gouvernement se retire de l'enseignement supérieur, la grande question serait de savoir combien de place fiscale est transférée aux provinces (s'il y en a).

Recherche

Le Groupe reconnaît que le Canada a besoin de R et D. Le rapport préconise que le gouvernement fédéral donne des directives plus précises aux conseils en approuvant les

ALUMNI AFFAIRS
AND DEVELOPMENT

The University of Toronto is creating a new, senior-level position of Assistant Vice-President, responsible for the University's upcoming major capital fund-raising campaign, as well as all aspects of alumni affairs and development.

Reporting to the Vice-President Institutional Relations, the Assistant Vice-President Alumni Affairs and Development will direct the activities of the departments of alumni affairs, private funding, and the donor information system, and will be responsible for planning, co-ordinating, and implementing the forthcoming fund-raising campaign.

The ideal candidate will possess exceptional leadership, planning, and managerial ability. He or she will be capable of performing effectively at the highest levels in the corporate, government and university communities, and will have the interpersonal abilities required to manage skillfully both professional staff and a large corps of volunteers. Experience in successfully running a major fund-raising campaign for a comparable institution will be essential.

This is the fund-raising challenge of the decade, for Canada's premier post-secondary educational institution, and the compensation reflects the key nature of the position.

Please reply in strict confidence to File #4027, Woods Gordon, Management Consultants, P.O. Box 251, Royal Trust Tower, Toronto, Ontario M5K 1J7.



Woods Gordon

A MEMBER OF ARTHUR YOUNG INTERNATIONAL



PUBLIC AFFAIRS

The University of Toronto is seeking a senior administrator to direct the public affairs initiatives of the University.

The Assistant Vice-President Public Affairs, a newly created position, will be responsible for ensuring that the status and accomplishments of the University of Toronto are effectively communicated to the general public. Reporting to the Vice-President Institutional Relations, the Assistant Vice-President will provide policy and staff leadership in the areas of public affairs, community relations, and communications. He or she will also be responsible for planning, implementing, and managing a government relations program that will encompass all levels of government.

The successful candidate will possess a strong track record in the public affairs and government relations fields, including experience in publications management, preferably obtained in a university or comparable public-sector environment. Superior management skills, planning and policy-making abilities, and communications skills will be essential. An advanced degree, along with familiarity with the academic environment, would be helpful.

Please reply in strict confidence to File #4028, Woods Gordon, Management Consultants, P.O. Box 251, Royal Trust Tower, Toronto, Ontario M5K 1J7.



Woods Gordon

A MEMBER OF ARTHUR YOUNG INTERNATIONAL

Appuyez

I'USC
Canada

AIDEZ-NOUS À BRISER
LE CYCLE DE LA PAUVRETÉ

56 Sparks
Ottawa
K1P 5B1
(613) 234-6827

plans pluriannuels. Au sujet du financement, le Groupe propose que le Budget de base-A (de 1984-85) soit fixé pour chaque conseil et que des augmentations y soient ajoutées, sous réserve de directives précises (le rapport ne mentionne ni montants ni détails).

Autres questions

Le reste du rapport porte sur divers programmes d'un certain nombre de ministères, portant notamment sur la recherche agricole, l'instruction des autochtones, l'enseignement international et les collèges militaires.

Le rapport reconnaît que le Groupe a consacré la majorité de son temps à examiner les cinq grands programmes: le FPE, les trois conseils subventionnaires et l'aide aux étudiants.

EXCHANGES 1

tion aid.

"It is even more foolish for Canada to impose such restrictions since not only do we deny ourselves useful information about the Soviet Union but we also ensure that we cannot train Canadians adequately for Soviet and East European studies, thus making it certain that Canadian universities will be forced to hire foreigners for the jobs that become available since other western countries do not impose such restrictions on their scholars and students."

Registry - Admissions
Officer

Athabasca University requires an Admissions Officer who will report to the Assistant Registrar-Admissions and be responsible for:

providing services for the admission of students to the University and to its admission categories; evaluation for purpose of credit transferability and in particular foreign education documents; supervision of all evaluators including assignment of work, recruitment, training and performance appraisal; formulate and recommend Admissions policy.

Qualifications: University degree; experience in transcript evaluation with a minimum of two years in Foreign Admissions; supervisory capability; well developed written and verbal skills.

Salary: \$31,018.00 to \$36,176.00 per annum. Benefits include four weeks vacation and Research and Study Leave.

Please submit résumé by April 30, 1986 to:

Gloria Steel, Athabasca University, Box 10,000, Athabasca, Alberta, T0G 2R0.

